

## Timothy Henline

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**From:** Timothy Henline  
**Sent:** Tuesday, November 13, 2018 3:07 PM  
**To:** Kevin L. Evans  
**Subject:** Re: Room Reservation

Thank you.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

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**From:** Kevin L. Evans  
**Sent:** Tuesday, November 13, 2018 2:38:48 PM  
**To:** Timothy Henline  
**Subject:** Room Reservation

I've scheduled MCCC 311 for both days (11/15 12:00 – 4:00 pm; 11/16 9 am – 12:00 pm). This room was the best available room for those times. I have contacted Patty for a list of all full-time faculty to make sure that no one is inadvertently omitted and will create the signature page.

Kevin

Kevin L. Evans  
Professor of Chemistry  
Director of Honors Program  
Department of Science & Mathematics  
Glenville State College  
Glenville, WV 26351  
W.Va. Code 5A-8-21 (office)

*Glenville State College prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.*

## Timothy Henline

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**From:** Timothy Henline  
**Sent:** Wednesday, November 14, 2018 8:37 AM  
**To:** David O'Dell  
**Cc:** Kevin L. Evans; Amanda L. Chapman; Wenwen Du; Larry R. Baker  
**Subject:** RE: Vote announcement

Mr. O'Dell:

Because of the nature of what is taking place, I am required to complete research into what constitutes proper procedure, especially in light of the fact that there may be litigation in the future. We want to assure that we have completed our procedures properly. I had intended on my research taking place last night with an e-mail announcement going out this morning.

We have faculty that are not on campus and would not be on campus the entire week, for example Huttonsville. I have completed my research and will be sending out a notice shortly on the proper procedure for voting.

Thank you,

Tim

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**From:** David O'Dell  
**Sent:** Wednesday, November 14, 2018 7:49 AM  
**To:** Timothy Henline < W.Va. Code 5A-8-21 >  
**Cc:** Kevin L. Evans < W.Va. Code 5A-8-21 >; Amanda L. Chapman < W.Va. Code 5A-8-21 >; Wenwen Du < W.Va. Code 5A-8-21 >; Larry R. Baker < W.Va. Code 5A-8-21 >  
**Subject:** Vote announcement

Tim,

With the vote occurring tomorrow morning, an e-mail should have gone out yesterday announcing the procedures. For instance, some faculty members are out both tomorrow and Friday, so they need to know the procedures for sending a proxy.

Please send this announcement as soon as possible.

David

J. David O'Dell, Ph.D.  
Professor of Chemistry  
Glennville State College  
200 High Street  
Glennville, WV 26351  
W.Va. Code 5A-8-21

## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Wednesday, November 14, 2018 8:59 AM  
**To:** Faculty  
**Subject:** Voting Procedure for the Approved Vote of No Confidence Regarding Glenville State College President, Tracy Pellet

Faculty:

The faculty voted yesterday and was verified in Faculty Senate, to move forward with a vote of no confidence for Glenville State College President, Tracy Pellet.

Please read this entire e-mail to ensure that proper voting procedures are followed.

Where will the vote take place: **MCCC 311**

When will the vote take place: **Thursday, November 15<sup>th</sup>, from 12:00 pm- 4:00 pm and Friday, November 16<sup>th</sup>, from 9:00 am - 12:00 pm.**

There are several faculty that are not on campus or that will not be on campus during those days. For this reason, you may appoint a proxy to vote in your place. Please follow the following procedures.

**If you are on campus today, but will not be able to vote in person Thursday or Friday.**

1. Write a document stating the individual's name that will serve as your proxy and that you are permitting them to serve as your proxy concerning the vote of no confidence on Glenville State College President, Tracy Pellet.
2. Have them bring this document with them to vote. They will be asked to see this document. It does not need to state your voting preference upon the document. Your proxy will sign a proxy voting document upon voting on your behalf.

**If you are not on campus, as a result of teaching remotely or for other reasons.**

1. You may send an e-mail, to your proxy stating the individual's name that will serve as your proxy and that you are permitting them to serve as your proxy concerning the vote of no confidence on Glenville State College President, Tracy Pellet. (Please print this e-mail later, sign it and send it to Amanda Chapman, Faculty Senate Secretary as soon as possible). This e-mail should not contain your voting preference.

A "Yes" "No" voting ballot will be provided for you at the MCCC 311 on the voting days and times specified above.

There will be, randomly chosen, rotating faculty members who will assist you with the process of voting.

The ballot box is locked and sealed with special tap and will be locked within the safe of Campus Security overnight.

Please forward any questions you may have regarding this vote to your Faculty Senate Representative or Officers.

Thank you.

**Timothy W. Henline**

Lecturer of Business and Information Technology, MBA IB, MBA MM

President-Faculty Senate

Advisor-Student Government Association

**Glennville State College**

Department of Business

W.Va. Code 5A-8-21

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## Timothy Henline

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**From:** Timothy Henline  
**Sent:** Wednesday, November 14, 2018 2:04 PM  
**To:** Adam.Black; Amanda Chapman; Dana S. Wilson; David O'Dell; Dennis J. Wemm; James Bradley; Jason Yeager; Jason.Barr; Jeremy L. Keene; Kandas A. Queen; Kevin L. Evans; Larry R. Baker; Lloyd E. Bone; Marjorie.Stewart; Paul S. Peck; Shelly A. Ratliff; Wenwen Du  
**Subject:** Schedule for Ballot Voting in Room MCCC 311

Senate:

Please note the following volunteers to assist with the voting process tomorrow and Friday in MCCC 311 along with a proposed schedule. If there are any other volunteers, please let me know.

### **Thursday 1200pm – 4:00pm - Volunteers**

12:30 - ? Kevin Evans  
12:15 – 3:00 Jason Barr  
12:15 – 1:30 Marjorie Stewart  
12:00 – 4:00 David O'Dell

***Proposed Schedule*** – Please play it by ear if you can stay longer, by all means, do so.

12:00 – 1:00 David O'Dell  
1:00 – 2:00 Jason Barr  
3:00 – 4:00 Kevin Evans and David O'Dell (Who will be responsible for securing the ballot box in Security)

### **Friday 9:00am – 12:00pm - Volunteers**

9:00 – 11:00 James Bradley and David O'Dell  
10:00 -- 12:00 Kevin Evans  
11:00 – 12:00 Marjorie Stewart

***Proposed Schedule*** - Please play it by ear if you can stay longer, by all means, do so.

9:00 – 10:00 James Bradley and David O'Dell (Who will be responsible for picking up the ballot box from Security)  
10:00 – 11:00 David O'Dell  
11:00 – 12:00 Kevin Evans and Majorie Stewart

**Executive Officers** – Please note that we will be meeting at 12:00 pm on Friday to tally the votes. Please gather in the same room as the voting process at 12:00 pm.

Thank you.

## **Timothy W. Henline**

Lecturer of Business and Information Technology, MBA IB, MBA MM  
President-Faculty Senate  
Advisor-Student Government Association  
**Glenville State College**  
Department of Business

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## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Wednesday, November 14, 2018 2:10 PM  
**To:** Kevin L. Evans  
**Subject:** List of Faculty Allowed to Vote

Kevin:

We're you able to obtain a list of faculty? I need a copy of the list of all faculty allowed to vote in the voting tomorrow and Friday.

Thank you

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

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## Timothy Henline

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**From:** Timothy Henline  
**Sent:** Wednesday, November 14, 2018 3:49 PM  
**To:** Kevin L. Evans  
**Subject:** Re: List of Faculty Allowed to Vote

Thank you.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

---

**From:** Kevin L. Evans  
**Sent:** Wednesday, November 14, 2018 2:14:04 PM  
**To:** Timothy Henline  
**Subject:** RE: List of Faculty Allowed to Vote

Yes. Patty Snyder provided a list of all full-time faculty. I've attached a copy of the original file from Patty Snyder and a copy of the signature page that I created.

Kevin

---

**From:** Timothy Henline  
**Sent:** Wednesday, November 14, 2018 2:10 PM  
**To:** Kevin L. Evans <W.Va. Code 5A-8-21.>  
**Subject:** List of Faculty Allowed to Vote

Kevin:

We're you able to obtain a list of faculty? I need a copy of the list of all faculty allowed to vote in the voting tomorrow and Friday.

Thank you

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>



## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Wednesday, November 14, 2018 5:16 PM  
**To:** W.Va. Code 5A-8-21 | W.Va. Code 5A-8-21  
**Subject:** No Confidence Vote

Chair Greg Smith  
Vice-Chair Tim Butcher

I received a phone call today from a department chair who is concerned that all faculty are not getting a voice in the vote of no confidence regarding GSC President, Tracy Pellett.

I too am concerned that all faculty, including part-time faculty, adjunct faculty, or those with faculty status at GSC, are not getting a voice in this process. I believe that they too have a vested interest in what occurs on the GSC campus that may affect their role. There has been a lot of talk on our campus that people do not have a voice. To exclude these other individuals from this process seems to accomplish the very thing that many complain does not happen on our campus.

Since I have researched the subject of "Faculty" in our Faculty Handbook and GSC catalog, I cannot find any definitive statement on what constitutes faculty.

What I do find are references similar to this:

In the Faculty Senate constitution, it states: "Senate meetings are open to all members of the faculty, including Adjunct Faculty. Faculty members may participate in Senate discussions upon recognition by the President of the Senate". Adjunct Faculty can participate/attend Faculty Senate meetings but are being excluded from this important vote.

I am writing to you on behalf of faculty, that have voiced their concern to me, on your will going forward with this vote. I want to make sure that I am following your will in this process.

As Faculty Senate President I want to make sure that all faculty voices are heard. I am therefore requesting that all teaching faculty and all those with faculty status have a say in this vote.

Thank you

### Timothy W. Henline

Lecturer of Business and Information Technology, MBA IB, MBA MM  
President-Faculty Senate  
Advisor-Student Government Association  
**Glenville State College**  
Department of Business  
W.Va. Code 5A-8-21

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## Timothy Henline

---

**From:** tbbutcher <W.Va. Code 5A-8-21>  
**Sent:** Wednesday, November 14, 2018 6:11 PM  
**To:** Timothy Henline; gsmith@slswv.com  
**Subject:** Re: No Confidence Vote

Dear Tim:

In meeting with the Faculty on Monday, it seemed clear to me that Faculty wanted a voice. I do not believe that any Faculty member, whether tenured, non-tenured, adjunct, or otherwise, was excluded. It follows that none should be excluded from voting on any issue. Therefore, if the Faculty really wants a voice, I think it imperative that all faculty be able to participate in that voice. Only then, can their voice be meaningful. The Board wants to hear the voice of the entire Faculty not just segments of it. If Greg has a different idea, I would invite him to let us know. If you do not hear from Greg, please invite all faculty to vote and make their voices heard.

Tim

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

**From:** Timothy Henline <timothy.henline@glenville.edu>  
**Date:** 11/14/18 5:15 PM (GMT-05:00)  
**To:** gsmith@slswv.com, tbbutcher@frontier.com  
**Subject:** No Confidence Vote

Chair Greg Smith

Vice-Chair Tim Butcher

I received a phone call today from a department chair who is concerned that all faculty are not getting a voice in the vote of no confidence regarding GSC President, Tracy Pellett.

I too am concerned that all faculty, including part-time faculty, adjunct faculty, or those with faculty status at GSC, are not getting a voice in this process. I believe that they too have a vested interest in what occurs on the GSC campus that may affect their role. There has been a lot of talk on our campus that people do not have a voice. To exclude these other individuals from this process seems to accomplish the very thing that many complain does not happen on our campus.

Since I have researched the subject of "Faculty" in our Faculty Handbook and GSC catalog, I cannot find any definitive statement on what constitutes faculty.

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I am writing to you on behalf of faculty, that have voiced their concern to me, on your will going forward with this vote. I want to make sure that I am following your will in this process.

As Faculty Senate President I want to make sure that all faculty voices are heard. I am therefore requesting that all teaching faculty and all those with faculty status have a say in this vote.

Thank you

**Timothy W. Henline**

Lecturer of Business and Information Technology, MBA IB, MBA MM

President-Faculty Senate

Advisor-Student Government Association

**Glenville State College**

Department of Business

W.Va. Code 5A-8-21

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## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Thursday, November 15, 2018 7:03 AM  
**To:** Larry R. Baker  
**Subject:** Vote

Larry,

After receiving phone calls and comments regarding not all faculty being able to participate in the vote. I contacted chair Greg Smith and vice chair and Tim Butcher. They directed me to compile a complete list of all faculty including adjunct, part-time etc. there is a lot going on but I will have to fill you in on I am currently on the road to my conference but I therefore send out an email to all faculty regarding this.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Thursday, November 15, 2018 7:04 AM  
**To:** Faculty  
**Subject:** Vote of No Confidence

Faculty:

While the Faculty Senate agreed to move forward with a vote of no confidence for Glenville State College President, Dr. Tracy Pellett, it came to my attention that there were concerns that all faculty are not getting a voice in the vote. After conferring with the BOG chair and Vice Chair - i have been so directed that all faculty and those so designated with faculty status be included in such a vote. Thus, a more complete list of all faculty will need to be created before an official vote occurs. Krystal Smith will provide assistance in creating such a list. I will be back in touch once that list is created. Thank you for your patience.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Thursday, November 15, 2018 7:41 AM  
**To:** Krystal D. Smith  
**Subject:** Faculty List

Krystal:

I have been directed by BOG Chair Greg Smith and Vice Chair Tim Butcher to compile a faculty list. I am requesting assistance in creating a list of all faculty, those with any faculty status this semester. Essentially anyone who has taught a class this year. If you need further clarification please let me know.

Thank you,

Tim

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

## Timothy Henline

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**From:** Timothy B. Butcher <W.Va. Code 5A-8-21>  
**Sent:** Thursday, November 15, 2018 3:27 PM  
**To:** Timothy Henline  
**Cc:** Gregory A. Smith  
**Subject:** RE: No Confidence Vote

**Importance:** High

Tim:

I received a call from Dr. Evans this morning indicating that the "administration" was purposely delaying the vote on Dr. Pellett. I told Dr. Evans that I did not believe that this was the case. I will not get into the details of the conversation, but I confirmed to Dr. Evans that the BOG wanted to hear the voice of all faculty, including adjunct, part-time, and those with faculty status and that Greg and I, on behalf of the BOG, directed you to allow all faculty to vote. I did not back off of that position. As you might imagine, Dr. Evans did not agree. Dr. O'Dell participated in the conversation and did not seem to agree either.

Since my conversation with Dr. Evans this morning, I have done a little bit of research myself. I did not find a definition of the term "faculty" in the Higher Education statute or the West Virginia case law. However, I did find some guidance in Glenville State College Policies, Personnel Policy 25, Adjunct Faculty, §25.2 Definitions. § 2.1 provides as follows, *to-wit*, "The term 'adjunct faculty' may be applied either to 'faculty' who are remunerated part-time employees or who are unpaid volunteers with a courtesy title." Your Faculty Senate Constitution seems to be in concert with this policy as you stated that it provides that "Senate meetings are open to all members of the 'faculty', including 'adjunct faculty'. 'Faculty' members may participate in Senate discussions upon recognition by the President of the Senate." It seems clear to me that the term "faculty" at GSC includes adjunct faculty, part-time faculty and those with active faculty status and you are correct in including those faculty in any vote on this issue.

Tim

***Timothy B. Butcher, Partner***

BUTCHER & BUTCHER

Attorneys at Law

218 East Main Street

Post Office Box 100

Glenville, West Virginia 26351-0100

Telephone: 304.462.5767

Facsimile: 304.462.5733

**W.Va. Code 5A-8-21**

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**From:** Timothy Henline [mailto: W.Va. Code 5A-8-21]  
**Sent:** Wednesday, November 14, 2018 5:16 PM  
**To:** W.Va. Code 5A-8-21; W.Va. Code 5A-8-21  
**Subject:** No Confidence Vote



Chair Greg Smith  
Vice-Chair Tim Butcher

I received a phone call today from a department chair who is concerned that all faculty are not getting a voice in the vote of no confidence regarding GSC President, Tracy Pellett.

I too am concerned that all faculty, including part-time faculty, adjunct faculty, or those with faculty status at GSC, are not getting a voice in this process. I believe that they too have a vested interest in what occurs on the GSC campus that may affect their role. There has been a lot of talk on our campus that people do not have a voice. To exclude these other individuals from this process seems to accomplish the very thing that many complain does not happen on our campus.

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What I do find are references similar to this:

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I am writing to you on behalf of faculty, that have voiced their concern to me, on your will going forward with this vote. I want to make sure that I am following your will in this process.

As Faculty Senate President I want to make sure that all faculty voices are heard. I am therefore requesting that all teaching faculty and all those with faculty status have a say in this vote.

Thank you

**Timothy W. Henline**

Lecturer of Business and Information Technology, MBA IB, MBA MM

President-Faculty Senate

Advisor-Student Government Association

**Glenville State College**

Department of Business

W.Va. Code 5A-8-21

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## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Thursday, November 15, 2018 4:23 PM  
**To:** Dwight W. Heaster  
**Subject:** Re: Bylaw question

This is what the FS constitution states. Section 8. The President of the Senate is the chairperson of the Senate. In the absence of the President of the Senate, the Vice President of the Senate presides. In the absence of the Vice President of the Senate the immediate Past President of the Senate shall preside. In the absence of all three the Senate shall appoint one of its members to preside.

This is clearly over meetings. You don't relinquish power as President just because you are out of town when meetings are not taking place, delegation of that power would have to take place. Otherwise any Vice President could do whatever they wanted just because the president was off campus.

Lecturer of Business, MBA IB, MBA MM

President Faculty Senate

Glenville State College

Department of Business

W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

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**From:** Dwight W. Heaster  
**Sent:** Thursday, November 15, 2018 3:57:06 PM  
**To:** Timothy Henline  
**Subject:** Bylaw question

Tim

I have a question about the faculty senate bylaws. All of the committees on campus have the statement

“In the absence of the chair or president, the vice would assume the role”, is this not how faculty senate is setup?

Dwight

Get Outlook for iOS

## Timothy Henline

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**From:** tbbutcher <W.Va. Code 5A-8-21>  
**Sent:** Friday, November 16, 2018 11:56 AM  
**To:** Larry R. Baker  
**Cc:** Timothy Henline; W.Va. Code 5A-8-21  
**Subject:** Re: Faculty Senate minutes

Larry:

After reviewing the draft minutes, it looks like Dr. Evans moved to conduct a vote of the "entire faculty" through the Faculty Senate while by-passing the Procedures for Holding Faculty Elections which are set forth in the GSC Faculty Handbook.

Looking at the paragraph entitled "Faculty Senate Elections", I am not sure the Faculty Senate can hold such an election without a request from the President of the College or the Vice President of Academic Affairs.

Certainly, Dr. Evan's motion did not include any of the procedures set forth in the section entitled "Procedures for Holding Faculty Elections."

I would caution you and Tim to proceed very carefully here in a friendly way even though I have no involvement in Faculty Senate matters. I think you two are doing just that. Your idea of getting the HEPC involved or, at least, getting legal advice before going forward is an excellent idea.

Again I ask, what is Dr. Evans' rush? I really like Kevin as a person and hold him in high esteem as a professor, although I disagree with him on this issue. I do not want to see him damaged in any over this issue. However, you all might suggest to Kevin that he step back and take a look at what he is doing and get some legal advice himself before going forward too much further.

Please know that none of the foregoing constitutes a threat from me. I am merely pointing that there are some legalities involved here and none of us should go off "half-cocked."

Tim

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Larry R. Baker" <W.Va. Code 5A-8-21 >  
Date: 11/16/18 9:35 AM (GMT-05:00)  
To: "Amanda L. Chapman" <W.Va. Code 5A-8-21 >, W.Va. Code 5A-8-21 >  
Cc: Timothy Henline <W.Va. Code 5A-8-21 >  
Subject: Re: Faculty Senate minutes

Amanda,

Thank you for your fast reply.

Happy Thanksgiving!

LBaker

---

**From:** Amanda L. Chapman  
**Sent:** Friday, November 16, 2018 7:41:09 AM  
**To:** Larry R. Baker; tbbutcher  
**Cc:** Timothy Henline  
**Subject:** Re: Faculty Senate minutes

The draft minutes of the 11/13/18 Faculty Senate meeting are attached.

Amanda Chapman, Ph.D.  
Assistant Professor  
Department of Language and Literature  
Glenville State College  
W.Va. Code 5A-8-21

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**From:** Larry R. Baker  
**Sent:** Friday, November 16, 2018 7:27:28 AM  
**To:** tbbutcher; Amanda L. Chapman  
**Cc:** Timothy Henline  
**Subject:** Faculty Senate minutes

Amanda,

Please send Tim Butcher a copy of the draft, unapproved, minutes of our last faculty senate minutes. His email address is included on this email.

Tim,  
These minutes will be approved at our next F.S. meeting

Sent from my Verizon, Samsung Galaxy smartphone

## Timothy Henline

---

**From:** tbbutcher <W.Va. Code 5A-8-21>  
**Sent:** Friday, November 16, 2018 7:36 PM  
**To:** Larry R. Baker; Timothy Henline  
**Subject:** Re: Faculty Senate minutes

Larry:

I do not think the provision cited applies to membership, amendment or ratification elections, but it might apply to any other types of elections. Note that this is just my opinion. And you know what they say about opinions. Also note that I am not in favor of stopping any vote. I am just saying that caution may be the best option as you pointed out to me. In other words, I agree with you.

Tim

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

**From:** "Larry R. Baker" < W.Va. Code 5A-8-21 >  
**Date:** 11/16/18 6:41 PM (GMT-05:00)  
**To:** "Timothy B. Butcher" <W.Va. Code 5A-8-21>, Timothy Henline < W.Va. Code 5A-8-21 >  
**Subject:** Re: Faculty Senate minutes

Hmmmm. Now that I reread

..

.the section you question Mr. Butcher has to do with electing faculty senate members  
....not holding no confidence vote. Again I do have an email indicating we can hold faculty senate elections ....I will track this down.

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**From:** Larry R. Baker  
**Sent:** Friday, November 16, 2018 6:24:10 PM  
**To:** Timothy B. Butcher; Timothy Henline  
**Subject:** Re: Faculty Senate minutes

I actually have on file where the last faculty senate president did ask the presidents permission to elect officers for the current faculty senate. The college president Pellett did give permission and I also have this on file. I will send you a copy for your records when my Internet speeds up. I do not think hecp is going to provide any legal advice.

....I was called into the Chancellors office during my ACF meeting today. Interesting conversation.

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**From:** Timothy B. Butcher <W.Va. Code 5A-8-21 >  
**Sent:** Friday, November 16, 2018 11:59:58 AM  
**To:** Larry R. Baker  
**Subject:** RE: Faculty Senate minutes

Larry:

Thanks so much. I sent you an e-mail on my phone a moment ago. You have the right idea on proceeding with caution and advice to see that this is done right.

Tim

*Timothy B. Butcher, Partner*

BUTCHER & BUTCHER

Attorneys at Law

218 East Main Street

Post Office Box 100

Glenville, West Virginia 26351-0100

Telephone: 304.462.5767

Facsimile: 304.462.5733

E-Mail: [W.Va. Code 5A-8-21](mailto:W.Va. Code 5A-8-21)

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**From:** Larry R. Baker [[mailto: W.Va. Code 5A-8-21](mailto:W.Va. Code 5A-8-21) ]  
**Sent:** Friday, November 16, 2018 9:35 AM  
**To:** Amanda L. Chapman; tbbutcher

**Cc:** Timothy Henline  
**Subject:** Re: Faculty Senate minutes

Amanda,

Thank you for your fast reply.

Happy Thanksgiving!

LBaker

---

**From:** Amanda L. Chapman  
**Sent:** Friday, November 16, 2018 7:41:09 AM  
**To:** Larry R. Baker; tbbutcher  
**Cc:** Timothy Henline  
**Subject:** Re: Faculty Senate minutes

The draft minutes of the 11/13/18 Faculty Senate meeting are attached.

Amanda Chapman, Ph.D.  
Assistant Professor  
Department of Language and Literature  
Glenville State College  
W.Va. Code 5A-8-21

*Glenville State College prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.*

---

**From:** Larry R. Baker  
**Sent:** Friday, November 16, 2018 7:27:28 AM  
**To:** tbbutcher; Amanda L. Chapman



**Cc:** Timothy Henline  
**Subject:** Faculty Senate minutes

Amanda,

Please send Tim Butcher a copy of the draft, unapproved, minutes of our last faculty senate minutes. His email address is included on this email

Tim,

These minutes will be approved at our next F.S. meeting

Sent from my Verizon, Samsung Galaxy smartphone

## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Friday, November 16, 2018 12:51 PM  
**To:** Victor M. Vega  
**Subject:** Fwd: Questions regarding Senate procedures

FYI, I received this just now. I was not planning to respond until I create a report for the faculty senate meeting next Tuesday.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

---

**From:** David O'Dell  
**Sent:** Friday, November 16, 2018 12:40:02 PM  
**To:** Timothy Henline  
**Cc:** Kevin L. Evans; Amanda L. Chapman; Wenwen Du; Larry R. Baker  
**Subject:** Questions regarding Senate procedures

Tim,

I need you to answer the following questions regarding the events which occurred between Tuesday's meeting of the Faculty Senate and the e-mail Thursday morning stating that the vote would not occur:

1. Did you initiate contact with the BOG, or did someone from the BOG initiate contact with you?
2. Was your directive from the BOG the result of an official action of the Board, or was it a directive from individual BOG members?
3. Was there any attempt to convene a meeting of the Faculty Senate or the Senate Executive Committee prior to not carrying out an action which was unanimously approved by the Senate?

David

J. David O'Dell, Ph.D.  
Professor of Chemistry  
Glenville State College  
200 High Street  
Glenville, WV 26351  
W.Va. Code 5A-8-21

## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Friday, November 16, 2018 2:39 PM  
**To:** Larry R. Baker  
**Subject:** Re: Hecp

No I did not

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

---

**From:** Larry R. Baker  
**Sent:** Friday, November 16, 2018 2:33:58 PM  
**To:** Timothy Henline  
**Subject:** Hecp

Tim....I'm at the hepc building and Kevin E has contacted them for some advice because you are out of town.....is this true....you have directed Kevin to call/contact hepc....

Get Outlook for Android

## Timothy Henline

---

**From:** Timothy Henline  
**Sent:** Thursday, November 15, 2018 3:42 PM  
**To:** Gary Z. Morris; Kevin L. Evans; Victor M. Vega; Allyson L. Degrassi; Amanda L. Chapman; Arthur E. DeMatteo; Avan I. McHenry; Bill Bonnett; Bill.Lilly; Brian R. Perkins; Cheryl F. McKinney; Christian Degrassi; Christopher.Cosner; Connie S. O'Dell; Dana S. Wilson; Dave.McEntire; David O'Dell; David P. Lewis; Dennis J. Wemm; Donal A. Hardin; Duane Chapman; Dwight W. Heaster; Ed Wood; Frederick S. Walborn; Gary L. Arbogast; Gerda Kumpiene; Heidi HenschelPellett; James Bradley; James Maku; Jason Yeager; Jason.Barr; Jeff C. Hunter; Jeffrey S. Bryson; Jennifer.StClair; Jeremy L. Keene; John S. McKinney; Jonathan E. Minton; Jong\_hoon Yu; Joseph C. Wood; Kandas A. Queen; Kenneth R Lang; Kevin G. Cain; Larry R. Baker; Leslie T. Ward; Adam.Black; Lloyd E. Bone; Marisha L. Lecea; Marjorie.Stewart; Matthew M. Thiele; Maureen K. Gildein; Megan E. Darby; Megan E. Gibbons; Melissa R. Gish; Melody A. Wise; Michael E. Gherke; Paul S. Peck; Rick Witte; Rico M. Gazal; Robin Cottrill; Sara J. Sawyer; Schuyler J. Chapman; Shara B. Curry; Shelly A. Ratliff; Terri Weiford; Tracy L. Pellett; Wenwen Du  
**Subject:** Re: Vote of No Confidence

I wanted to be clear that I have not delegated any authority to Kevin Evans in my absence. I would expect and appreciate that proper procedures be followed.

Thank you.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

---

**From:** Gary Z. Morris  
**Sent:** Thursday, November 15, 2018 1:21:25 PM  
**To:** Kevin L. Evans; Victor M. Vega; Timothy Henline; Allyson L. Degrassi; Amanda L. Chapman; Arthur E. DeMatteo; Avan I. McHenry; Bill Bonnett; Bill.Lilly; Brian R. Perkins; Cheryl F. McKinney; Christian Degrassi; Christopher.Cosner; Connie S. O'Dell; Dana S. Wilson; Dave.McEntire; David O'Dell; David P. Lewis; Dennis J. Wemm; Donal A. Hardin; Duane Chapman; Dwight W. Heaster; Ed Wood; Frederick S. Walborn; Gary L. Arbogast; Gerda Kumpiene; Heidi HenschelPellett; James Bradley; James Maku; Jason Yeager; Jason.Barr; Jeff C. Hunter; Jeffrey S. Bryson; Jennifer.StClair; Jeremy L. Keene; John S. McKinney; Jonathan E. Minton; Jong\_hoon Yu; Joseph C. Wood; Kandas A. Queen; Kenneth R Lang; Kevin G. Cain; Larry R. Baker; Leslie T. Ward; Adam.Black; Lloyd E. Bone; Marisha L. Lecea; Marjorie.Stewart; Matthew M. Thiele; Maureen K. Gildein; Megan E. Darby; Megan E. Gibbons; Melissa R. Gish; Melody A. Wise; Michael E. Gherke; Paul S. Peck; Rick Witte; Rico M. Gazal; Robin Cottrill; Sara J. Sawyer; Schuyler J. Chapman; Shara B. Curry; Shelly A. Ratliff; Terri Weiford; Timothy Henline; Tracy L. Pellett; Wenwen Du  
**Subject:** RE: Vote of No Confidence

It is beyond me why this information is not coming from the President elect of faculty senate, Tim Henline. Unless he has delegated this responsibility, this whole process should be going through him.

Gary Z. Morris, Ph.D.  
Associate Vice President for Academic Affairs  
Associate Professor of Biology  
Accreditation Liaison Officer  
Glenville State College  
W.Va. Code 5A-8-21

*"Glenville State College prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world."*

**From:** Kevin L. Evans

**Sent:** Thursday, November 15, 2018 12:32 PM

**To:** Victor M. Vega < W.Va. Code 5A-8-21 >; Timothy Henline < W.Va. Code 5A-8-21 >; Allyson L. Degraffi < W.Va. Code 5A-8-21 >; Amanda L. Chapman < W.Va. Code 5A-8-21 >; Arthur E. DeMatteo < W.Va. Code 5A-8-21 >; Avan I. McHenry < W.Va. Code 5A-8-21 >; Bill Bonnett < W.Va. Code 5A-8-21 >; Bill Lilly < W.Va. Code 5A-8-21 >; Brian R. Perkins < W.Va. Code 5A-8-21 >; Cheryl F. McKinney < W.Va. Code 5A-8-21 >; Christian Degraffi < W.Va. Code 5A-8-21 >; Christopher Cosner < W.Va. Code 5A-8-21 >; Connie S. O'Dell < W.Va. Code 5A-8-21 >; Dana S. Wilson < W.Va. Code 5A-8-21 >; Dave McEntire < W.Va. Code 5A-8-21 >; David O'Dell < W.Va. Code 5A-8-21 >; David P. Lewis < W.Va. Code 5A-8-21 >; Dennis J. Wemm < W.Va. Code 5A-8-21 >; Donal A. Hardin < W.Va. Code 5A-8-21 >; Duane Chapman < W.Va. Code 5A-8-21 >; Dwight W. Heaster < W.Va. Code 5A-8-21 >; Ed Wood < W.Va. Code 5A-8-21 >; Frederick S. Walborn < W.Va. Code 5A-8-21 >; Gary L. Arbogast < W.Va. Code 5A-8-21 >; Gary Z. Morris < W.Va. Code 5A-8-21 >; Gerda Kumpiene < W.Va. Code 5A-8-21 >; Heidi Henschel Pellett < W.Va. Code 5A-8-21 >; James Bradley < W.Va. Code 5A-8-21 >; James Maku < W.Va. Code 5A-8-21 >; Jason Yeager < W.Va. Code 5A-8-21 >; Jason Barr < W.Va. Code 5A-8-21 >; Jeff C. Hunter < W.Va. Code 5A-8-21 >; Jeffrey S. Bryson < W.Va. Code 5A-8-21 >; Jennifer StClair < W.Va. Code 5A-8-21 >; Jeremy L. Keene < W.Va. Code 5A-8-21 >; John S. McKinney < W.Va. Code 5A-8-21 >; Jonathan E. Minton < W.Va. Code 5A-8-21 >; Jong\_hoon Yu < W.Va. Code 5A-8-21 >; Joseph C. Wood < W.Va. Code 5A-8-21 >; Kandas A. Queen < W.Va. Code 5A-8-21 >; Kenneth R. Lang < W.Va. Code 5A-8-21 >; Kevin G. Cain < W.Va. Code 5A-8-21 >; Larry R. Baker < W.Va. Code 5A-8-21 >; Leslie T. Ward < W.Va. Code 5A-8-21 >; Adam Black < W.Va. Code 5A-8-21 >; Lloyd E. Bone < W.Va. Code 5A-8-21 >; Marisha L. Lecea < W.Va. Code 5A-8-21 >; Marjorie Stewart < W.Va. Code 5A-8-21 >; Matthew M < W.Va. Code 5A-8-21 >; Maureen K. Gildein < W.Va. Code 5A-8-21 >; Megan E. Darby < W.Va. Code 5A-8-21 >; Megan E. Gibbons < W.Va. Code 5A-8-21 >; Melissa R. Gish < W.Va. Code 5A-8-21 >; Melody A. Wise < W.Va. Code 5A-8-21 >; Michael E. Gherke < W.Va. Code 5A-8-21 >; Paul S. Peck < W.Va. Code 5A-8-21 >; Rick Witte < W.Va. Code 5A-8-21 >; Rico M. Gazal < W.Va. Code 5A-8-21 >; Robin Cottrill < W.Va. Code 5A-8-21 >; Sara J. Sawyer < W.Va. Code 5A-8-21 >; Schuyler J. Chapman < W.Va. Code 5A-8-21 >; Shara B. Curry < W.Va. Code 5A-8-21 >; Shelly A. Ratliff < W.Va. Code 5A-8-21 >; Terri Weiford < W.Va. Code 5A-8-21 >; Timothy Henline < W.Va. Code 5A-8-21 >; Tracy L. Pellett < W.Va. Code 5A-8-21 >; Wenwen Du < W.Va. Code 5A-8-21 >

**Subject:** RE: Vote of No Confidence

I have spoken with Mr. Tim Butcher and Ms. Sue Morris. In the conversation with Mr. Butcher he stated that the Board of Governors wants to hear the voice of all of the faculty, not just the full-time faculty. I tried to explain that the vote was called by the Faculty Senate which only represents the full-time faculty as only full-time faculty vote on the appointment of the Faculty Senate. We made no headway as we kept arguing semantics of what defines a faculty

member. Mr. Butcher did share with me that the Board of Governors did not vote to that effect and that it is only a recommendation.

In speaking with Ms. Morris, she confirmed that the Board of Governors made no motion and no vote was taken regarding if full-time faculty have the right to vote. I explained to her that the Faculty Senate represents the full-time faculty. She stated that it made sense to her to have two votes: votes of the full-time faculty and the vote of everyone else any designation of faculty in their contract.

I just returned from speaking with Dr. Vega. I specifically asked him if I would be insubordinate if I continue with the no confidence vote. His response was ultimately "it could be viewed that way." I tried unsuccessfully to get a yes or no answer but the closest he stated is that "I could be." He has agreed to try to reach the Board of Governors; in particular, Mr. Tim Butcher, to clarify if this was an action item by the Board of Governors and if it is their desire that we do not vote or a mandate that we cannot vote. I've agreed to give him time (this afternoon) to get clarification from the Board of Governors.

Kevin

**From:** Kevin L. Evans

**Sent:** Thursday, November 15, 2018 11:14 AM

**To:** Victor M. Vega <W.Va. Code 5A-8-21>; Timothy Henline <W.Va. Code 5A-8-21>; Allyson L. Degrassi <W.Va. Code 5A-8-21>; Amanda L. Chapman <W.Va. Code 5A-8-21>; Arthur E. DeMatteo <W.Va. Code 5A-8-21>; Avan I. McHenry <W.Va. Code 5A-8-21>; Bill Bonnett <W.Va. Code 5A-8-21>; Bill Lilly <W.Va. Code 5A-8-21>; Brian R. Perkins <W.Va. Code 5A-8-21>; Cheryl F. McKinney <W.Va. Code 5A-8-21>; Christian Degrassi <W.Va. Code 5A-8-21>; Christopher Cosner <W.Va. Code 5A-8-21>; Connie S. O'Dell <W.Va. Code 5A-8-21>; Dana S. Wilson <W.Va. Code 5A-8-21>; Dave McEntire <W.Va. Code 5A-8-21>; David O'Dell <W.Va. Code 5A-8-21>; David P. Lewis <W.Va. Code 5A-8-21>; Dennis J. Wemm <W.Va. Code 5A-8-21>; Donal A. Hardin <W.Va. Code 5A-8-21>; Duane Chapman <W.Va. Code 5A-8-21>; Dwight W. Heaster <W.Va. Code 5A-8-21>; Ed Wood <W.Va. Code 5A-8-21>; Frederick S. Walborn <W.Va. Code 5A-8-21>; Gary L. Arbogast <W.Va. Code 5A-8-21>; Gary Z. Morris <W.Va. Code 5A-8-21>; Gerda Kumpiene <W.Va. Code 5A-8-21>; Heidi Henschel Pellett <W.Va. Code 5A-8-21>; James Bradley <W.Va. Code 5A-8-21>; James Maku <W.Va. Code 5A-8-21>; Jason Yeager <W.Va. Code 5A-8-21>; Jason Barr <W.Va. Code 5A-8-21>; Jeff C. Hunter <W.Va. Code 5A-8-21>; Jeffrey S. Bryson <W.Va. Code 5A-8-21>; Jennifer StClair <Jennifer.Stclair@glennville.edu>; Jeremy L. Keene <W.Va. Code 5A-8-21>; John S. McKinney <W.Va. Code 5A-8-21>; Jonathan E. Minton <W.Va. Code 5A-8-21>; Jong hoon Yu <W.Va. Code 5A-8-21>; Joseph C. Wood <W.Va. Code 5A-8-21>; Kandas A. Queen <W.Va. Code 5A-8-21>; Kenneth R Lang <W.Va. Code 5A-8-21>; Kevin G. Cain <W.Va. Code 5A-8-21>; Larry R. Baker <W.Va. Code 5A-8-21>; Leslie T. Ward <W.Va. Code 5A-8-21>; Adam Black <W.Va. Code 5A-8-21>; Lloyd E. Bone <W.Va. Code 5A-8-21>; Marisha L. Lecea <W.Va. Code 5A-8-21>; Marjorie Stewart <W.Va. Code 5A-8-21>; Matthew M. Thiele <W.Va. Code 5A-8-21>; Maureen K. Gildein <W.Va. Code 5A-8-21>; Megan E. Darby <W.Va. Code 5A-8-21>; Megan E. Gibbons <W.Va. Code 5A-8-21>; Melissa R. Gish <W.Va. Code 5A-8-21>; Melody A. Wise <W.Va. Code 5A-8-21>; Michael E. Gherke <W.Va. Code 5A-8-21>; Paul S. Peck <W.Va. Code 5A-8-21>; Rick Witte <W.Va. Code 5A-8-21>; Rico M. Gazal <W.Va. Code 5A-8-21>; Robin Cottrill <W.Va. Code 5A-8-21>; Sara J. Sawyer <W.Va. Code 5A-8-21>; Schuyler J. Chapman <W.Va. Code 5A-8-21>; Shara B. Curry <W.Va. Code 5A-8-21>; Shelly A. Ratliff <W.Va. Code 5A-8-21>; Terri Weiford <W.Va. Code 5A-8-21>; Timothy Henline <W.Va. Code 5A-8-21>; Tracy L. Pellett <W.Va. Code 5A-8-21>; Wenwen Du <W.Va. Code 5A-8-21>

**Subject:** RE: Vote of No Confidence

Dr. Vega,

Will I be insubordinate if I continue to hold the no confidence vote of all full-time faculty today and tomorrow?

Kevin

Dear Faculty,

I completely understand Dr. Evans concerns and indeed all faculty has the right to express their opinions. As the Chief Academic Officer, I report to the Board of Governors and as such, the faculty reports to me. Until I heard differently from the Board of Governors, the Vote is to be delayed.

Sincerely

Victor

**Victor M. Vega, Ph.D.**

Provost and Vice President for Academic Affairs

Professor of Mathematics

Glenville State College

W.Va. Code 5A-8-21

**From:** Kevin L. Evans

**Sent:** Thursday, November 15, 2018 9:08 AM

**To:** Victor M. Vega <W.Va. Code 5A-8-21>; Timothy Henline <W.Va. Code 5A-8-21>; Allyson L. Degraasi <W.Va. Code 5A-8-21>; Amanda L. Chapman <W.Va. Code 5A-8-21>; Arthur E. DeMatteo <W.Va. Code 5A-8-21>; Avan I. McHenry <W.Va. Code 5A-8-21>; Bill Bonnett <W.Va. Code 5A-8-21>; Bill Lilly <Bill.Lilly@glenville.edu>; Brian R. Perkins <W.Va. Code 5A-8-21>; Cheryl F. McKinney <W.Va. Code 5A-8-21>; Christian Degraasi <W.Va. Code 5A-8-21>; Christopher Cosner <W.Va. Code 5A-8-21>; Connie S. O'Dell <W.Va. Code 5A-8-21>; Dana S. Wilson <W.Va. Code 5A-8-21>; Dave McEntire <W.Va. Code 5A-8-21>; David O'Dell <W.Va. Code 5A-8-21>; David P. Lewis <W.Va. Code 5A-8-21>; Dennis J. Wemm <W.Va. Code 5A-8-21>; Donal A. Hardin <W.Va. Code 5A-8-21>; Duane Chapman <W.Va. Code 5A-8-21>; Dwight W. Heaster <W.Va. Code 5A-8-21>; Ed Wood <W.Va. Code 5A-8-21>; Frederick S. Walborn <W.Va. Code 5A-8-21>; Gary L. Arbogast <W.Va. Code 5A-8-21>; Gary Z. Morris <W.Va. Code 5A-8-21>; Gerda Kumpiene <W.Va. Code 5A-8-21>; Heidi Henschel Pellett <W.Va. Code 5A-8-21>; James Bradley <W.Va. Code 5A-8-21>; James Maku <W.Va. Code 5A-8-21>; Jason Yeager <W.Va. Code 5A-8-21>; Jason Barr <W.Va. Code 5A-8-21>; Jeff C. Hunter <W.Va. Code 5A-8-21>; Jeffrey S. Bryson <W.Va. Code 5A-8-21>; Jennifer StClair <W.Va. Code 5A-8-21>; Jeremy L. Keene <W.Va. Code 5A-8-21>; John S. McKinney <W.Va. Code 5A-8-21>; Jonathan E. Minton <W.Va. Code 5A-8-21>; Jong hoon Yu <W.Va. Code 5A-8-21>; Joseph C. Wood <W.Va. Code 5A-8-21>; Kandas A. Queen <W.Va. Code 5A-8-21>; Kenneth R Lang <W.Va. Code 5A-8-21>; Kevin G. Cain <W.Va. Code 5A-8-21>; Larry R. Baker <W.Va. Code 5A-8-21>; Leslie T. Ward <W.Va. Code 5A-8-21>; Adam Black <W.Va. Code 5A-8-21>; Lloyd E. Bone

< W.Va. Code 5A-8-21 >; Marisha L. Lecea < W.Va. Code 5A-8-21 >; Marjorie.Stewart  
 < W.Va. Code 5A-8-21 >; Matthew M. Thiele < W.Va. Code 5A-8-21 >; Maureen K. Gildein  
 < W.Va. Code 5A-8-21 >; Megan E. Darby < W.Va. Code 5A-8-21 >; Megan E. Gibbons  
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 Cottrill < W.Va. Code 5A-8-21 >; Sara J. Sawyer < W.Va. Code 5A-8-21 >; Schuyler J. Chapman  
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 < W.Va. Code 5A-8-21 >; Terri Weiford < W.Va. Code 5A-8-21 >; Timothy Henline  
 < W.Va. Code 5A-8-21 >; Tracy L. Pellett < W.Va. Code 5A-8-21 >; Wenwen Du  
 < W.Va. Code 5A-8-21 >

**Subject: RE: Vote of No Confidence**

I plan to continue with the vote today. **Voting will occur in MCCC 311 from 12:15 pm – 4:00 today and from Friday from 9:00 am - noon**. I encourage all full-time faculty to vote. The full-time faculty have the right to express our opinion. The Board of Governor's may convene another vote at that discretion. Faculty Senate does not directly report to the Board of Governors. Mr. Tim Butcher repeatedly stated that he's not afraid of President Pellett because he (as a Board of Governor member) is the President's boss. The Board of Governors is not our boss.

Kevin

**From: Victor M. Vega**

**Sent: Thursday, November 15, 2018 8:19 AM**

**To:** Kevin L. Evans < W.Va. Code 5A-8-21 >; Timothy Henline < W.Va. Code 5A-8-21 >; Allyson L. Degrassi  
 < W.Va. Code 5A-8-21 >; Amanda L. Chapman < W.Va. Code 5A-8-21 >; Arthur E. DeMatteo  
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 < W.Va. Code 5A-8-21 >; Bill Lilly < W.Va. Code 5A-8-21 >; Brian R. Perkins < W.Va. Code 5A-8-21 >; Cheryl  
 F. McKinney < W.Va. Code 5A-8-21 >; Christian Degrassi < W.Va. Code 5A-8-21 >;  
 Christopher Cosner < W.Va. Code 5A-8-21 >; Connie S. O'Dell < W.Va. Code 5A-8-21 >; Dana S. Wilson  
 < W.Va. Code 5A-8-21 >; Dave McEntire < W.Va. Code 5A-8-21 >; David O'Dell  
 < W.Va. Code 5A-8-21 >; David P. Lewis < W.Va. Code 5A-8-21 >; Dennis J. Wemm  
 < W.Va. Code 5A-8-21 >; Donal A. Hardin < W.Va. Code 5A-8-21 >; Duane Chapman  
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 Jeffrey S. Bryson < W.Va. Code 5A-8-21 >; Jennifer StClair < W.Va. Code 5A-8-21 >; Jeremy L. Keene  
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 < W.Va. Code 5A-8-21 >; Rick Witte < W.Va. Code 5A-8-21 >; Rico M. Gazal < W.Va. Code 5A-8-21 >; Robin  
 Cottrill < W.Va. Code 5A-8-21 >; Sara J. Sawyer < W.Va. Code 5A-8-21 >; Schuyler J. Chapman  
 < W.Va. Code 5A-8-21 >; Shara B. Curry < W.Va. Code 5A-8-21 >; Shelly A. Ratliff



< W.Va. Code 5A-8-21 Terri Weiford < W.Va. Code 5A-8-21 >; Timothy Henline  
< W.Va. Code 5A-8-21 >; Tracy L. Pellett < W.Va. Code 5A-8-21 >; Wenwen Du  
< W.Va. Code 5A-8-21 >

**Subject:** RE: Vote of No Confidence

Dear all,

It is my understanding that the wishes of the Board of Governors is to assure all current faculty and those with faculty status have a say. As such, any vote should be delayed until the list is provided by the HR office. Please delay any vote until you hear otherwise.

Thanks,

Victor

**Victor M. Vega, Ph.D.**

Provost and Vice President for Academic Affairs

Professor of Mathematics

Glenville State College

W.Va. Code 5A-8-21

**From:** Kevin L. Evans

**Sent:** Thursday, November 15, 2018 7:46 AM

**To:** Timothy Henline < W.Va. Code 5A-8-21 >; Allyson L. Degrassi < W.Va. Code 5A-8-21 >; Amanda L. Chapman < W.Va. Code 5A-8-21 >; Arthur E. DeMatteo < W.Va. Code 5A-8-21 >; Avan I. McHenry < W.Va. Code 5A-8-21 >; Bill Bonnett < W.Va. Code 5A-8-21 >; Bill Lilly < W.Va. Code 5A-8-21 >; Brian R. Perkins < W.Va. Code 5A-8-21 >; Cheryl F. McKinney < W.Va. Code 5A-8-21 >; Christian Degrassi < W.Va. Code 5A-8-21 >; Christopher Cosner < W.Va. Code 5A-8-21 >; Connie S. O'Dell < W.Va. Code 5A-8-21 >; Dana S. Wilson < W.Va. Code 5A-8-21 >; Dave McEntire < W.Va. Code 5A-8-21 >; David O'Dell < W.Va. Code 5A-8-21 >; David P. Lewis < W.Va. Code 5A-8-21 >; Dennis J. Wemm < W.Va. Code 5A-8-21 >; Donal A. Hardin < W.Va. Code 5A-8-21 >; Duane Chapman < W.Va. Code 5A-8-21 >; Dwight W. Heaster < W.Va. Code 5A-8-21 >; Ed Wood < W.Va. Code 5A-8-21 >; Frederick S. Walborn < W.Va. Code 5A-8-21 >; Gary L. Arbogast < W.Va. Code 5A-8-21 >; Gary Z. Morris < W.Va. Code 5A-8-21 >; Gerda Kumpiene < W.Va. Code 5A-8-21 >; Heidi Henschel Pellett < W.Va. Code 5A-8-21 >; James Bradley < W.Va. Code 5A-8-21 >; James Maku < W.Va. Code 5A-8-21 >; Jason Yeager < W.Va. Code 5A-8-21 >; Jason Barr < W.Va. Code 5A-8-21 >; Jeff C. Hunter < W.Va. Code 5A-8-21 >; Jeffrey S. Bryson < W.Va. Code 5A-8-21 >; Jennifer StClair < W.Va. Code 5A-8-21 >; Jeremy L. Keene < W.Va. Code 5A-8-21 >; John S. McKinney < W.Va. Code 5A-8-21 >; Jonathan E. Minton < W.Va. Code 5A-8-21 >; Jong\_hoon Yu < W.Va. Code 5A-8-21 >; Joseph C. Wood < W.Va. Code 5A-8-21 >; Kandas A. Queen < W.Va. Code 5A-8-21 >; Kenneth R. Lang < W.Va. Code 5A-8-21 >; Kevin G. Cain < W.Va. Code 5A-8-21 >; Kevin L. Evans < W.Va. Code 5A-8-21 >; Larry R. Baker < W.Va. Code 5A-8-21 >; Leslie T. Ward < W.Va. Code 5A-8-21 >; Adam Black < W.Va. Code 5A-8-21 >; Lloyd E. Bone < W.Va. Code 5A-8-21 >; Marisha L. Lecea < W.Va. Code 5A-8-21 >; Marjorie Stewart < W.Va. Code 5A-8-21 >; Matthew M. Thiele < W.Va. Code 5A-8-21 >; Maureen K. Gildein < W.Va. Code 5A-8-21 >; Megan E. Darby < W.Va. Code 5A-8-21 >; Megan E. Gibbons < W.Va. Code 5A-8-21 >; Melissa R. Gish < W.Va. Code 5A-8-21 >; Melody A. Wise < W.Va. Code 5A-8-21 >; Michael E. Gherke < W.Va. Code 5A-8-21 >; Paul S. Peck < W.Va. Code 5A-8-21 >; Rick Witte < W.Va. Code 5A-8-21 >; Rico M. Gazal < W.Va. Code 5A-8-21 >; Robin Cottrill < W.Va. Code 5A-8-21 >; Sara J. Sawyer < W.Va. Code 5A-8-21 >; Schuyler J. Chapman

< W.Va. Code 5A-8-21 >; Shara B. Curry < W.Va. Code 5A-8-21 >; Shelly A. Ratliff  
< W.Va. Code 5A-8-21 >; Terri Weiford < W.Va. Code 5A-8-21 >; Timothy Henline  
< W.Va. Code 5A-8-21 >; Tracy L. Pellett < W.Va. Code 5A-8-21 >; Victor M. Vega  
< W.Va. Code 5A-8-21 >; Wenwen Du < W.Va. Code 5A-8-21 >

**Subject:** RE: Vote of No Confidence

The list that I was provided includes all full-time faculty. Vice-Chair Tim Butcher stated that faculty should feel free to communicate their concerns without fear of retribution. The vote called for by Faculty Senate represents the concerns of the full-time faculty so I plan to continue to with the vote that is scheduled for today and Friday. I hope that other senators will assist with the vote as originally planned. If the Board of Governors wish to convene another vote that includes all personnel that have faculty rank then they can convene a second vote. In addition to administrators with faculty rank and adjunct faculty, the complete list of faculty generated Krystal Smith for the Board of Governors needs to include Emeriti Faculty.

Kevin L. Evans  
Professor of Chemistry  
Director of Honors Program  
Department of Science & Mathematics  
Glenville State College  
Glenville, WV 26351  
< W.Va. Code 5A-8-21 >

**From:** Timothy Henline  
**Sent:** Thursday, November 15, 2018 7:04 AM  
**To:** Faculty < W.Va. Code 5A-8-21 >  
**Subject:** Vote of No Confidence

Faculty:

While the Faculty Senate agreed to move forward with a vote of no confidence for Glenville State College President, Dr. Tracy Pellett, it came to my attention that there were concerns that all faculty are not getting a voice in the vote. After conferring with the BOG chair and Vice Chair - i have been so directed that all faculty and those so designated with faculty status be included in such a vote. Thus, a more complete list of all faculty will need to be created before an official vote occurs. Krystal Smith will provide assistance in creating such a list. I will be back in touch once that list is created. Thank you for your patience.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

## Victor M. Vega

---

**From:** Timothy Henline  
**Sent:** Thursday, November 15, 2018 3:42 PM  
**To:** Gary Z. Morris; Kevin L. Evans; Victor M. Vega; Allyson L. Degrassi; Amanda L. Chapman; Arthur E. DeMatteo; Avan I. McHenry; Bill Bonnett; Bill.Lilly; Brian R. Perkins; Cheryl F. McKinney; Christian Degrassi; Christopher.Cosner; Connie S. O'Dell; Dana S. Wilson; Dave.McEntire; David O'Dell; David P. Lewis; Dennis J. Wemm; Donal A. Hardin; Duane Chapman; Dwight W. Heaster; Ed Wood; Frederick S. Walborn; Gary L. Arbogast; Gerda Kumpiene; Heidi HenschelPellett; James Bradley; James Maku; Jason Yeager; Jason.Barr; Jeff C. Hunter; Jeffrey S. Bryson; Jennifer.StClair; Jeremy L. Keene; John S. McKinney; Jonathan E. Minton; Jong\_hoon Yu; Joseph C. Wood; Kandas A. Queen; Kenneth R Lang; Kevin G. Cain; Larry R. Baker; Leslie T. Ward; Adam.Black; Lloyd E. Bone; Marisha L. Lecea; Marjorie.Stewart; Matthew M. Thiele; Maureen K. Gildein; Megan E. Darby; Megan E. Gibbons; Melissa R. Gish; Melody A. Wise; Michael E. Gherke; Paul S. Peck; Rick Witte; Rico M. Gazal; Robin Cottrill; Sara J. Sawyer; Schuyler J. Chapman; Shara B. Curry; Shelly A. Ratliff; Terri Weiford; Tracy L. Pellett; Wenwen Du  
**Subject:** Re: Vote of No Confidence

I wanted to be clear that I have not delegated any authority to Kevin Evans in my absence. I would expect and appreciate that proper procedures be followed.

Thank you.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

---

**From:** Gary Z. Morris  
**Sent:** Thursday, November 15, 2018 1:21:25 PM  
**To:** Kevin L. Evans; Victor M. Vega; Timothy Henline; Allyson L. Degrassi; Amanda L. Chapman; Arthur E. DeMatteo; Avan I. McHenry; Bill Bonnett; Bill.Lilly; Brian R. Perkins; Cheryl F. McKinney; Christian Degrassi; Christopher.Cosner; Connie S. O'Dell; Dana S. Wilson; Dave.McEntire; David O'Dell; David P. Lewis; Dennis J. Wemm; Donal A. Hardin; Duane Chapman; Dwight W. Heaster; Ed Wood; Frederick S. Walborn; Gary L. Arbogast; Gerda Kumpiene; Heidi HenschelPellett; James Bradley; James Maku; Jason Yeager; Jason.Barr; Jeff C. Hunter; Jeffrey S. Bryson; Jennifer.StClair; Jeremy L. Keene; John S. McKinney; Jonathan E. Minton; Jong\_hoon Yu; Joseph C. Wood; Kandas A. Queen; Kenneth R Lang; Kevin G. Cain; Larry R. Baker; Leslie T. Ward; Adam.Black; Lloyd E. Bone; Marisha L. Lecea; Marjorie.Stewart; Matthew M. Thiele; Maureen K. Gildein; Megan E. Darby; Megan E. Gibbons; Melissa R. Gish; Melody A. Wise; Michael E. Gherke; Paul S. Peck; Rick Witte; Rico M. Gazal; Robin Cottrill; Sara J. Sawyer; Schuyler J. Chapman; Shara B. Curry; Shelly A. Ratliff; Terri Weiford; Timothy Henline; Tracy L. Pellett; Wenwen Du  
**Subject:** RE: Vote of No Confidence

It is beyond me why this information is not coming from the President elect of faculty senate, Tim Henline. Unless he has delegated this responsibility, this whole process should be going through him.

< W.Va. Code 5A-8-21 >; Marisha L. Lecea < W.Va. Code 5A-8-21 >; Marjorie.Stewart  
 < W.Va. Code 5A-8-21 >; Matthew M. Thiele < W.Va. Code 5A-8-21 >; Maureen K. Gildein  
 < W.Va. Code 5A-8-21 >; Megan E. Darby < W.Va. Code 5A-8-21 >; Megan E. Gibbons  
 < W.Va. Code 5A-8-21 >; Melissa R. Gish < W.Va. Code 5A-8-21 >; Melody A. Wise  
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 < W.Va. Code 5A-8-21 >; Tracy L. Pellett < W.Va. Code 5A-8-21 >; Wenwen Du  
 < W.Va. Code 5A-8-21 >

**Subject:** RE: Vote of No Confidence

I plan to continue with the vote today. **Voting will occur in MCCC 311 from 12:15 pm – 4:00 today and from Friday from 9:00 am - noon**. I encourage all full-time faculty to vote. The full-time faculty have the right to express our opinion. The Board of Governor's may convene another vote at that discretion. Faculty Senate does not directly report to the Board of Governors. Mr. Tim Butcher repeatedly stated that he's not afraid of President Pellett because he (as a Board of Governor member) is the President's boss. The Board of Governors is not our boss.

Kevin

**From:** Victor M. Vega

**Sent:** Thursday, November 15, 2018 8:19 AM

**To:** Kevin L. Evans < W.Va. Code 5A-8-21 >; Timothy Henline < W.Va. Code 5A-8-21 >; Allyson L. Degrassi  
 < W.Va. Code 5A-8-21 >; Amanda L. Chapman < W.Va. Code 5A-8-21 >; Arthur E. DeMatteo  
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 F. McKinney < W.Va. Code 5A-8-21 >; Christian Degrassi < W.Va. Code 5A-8-21 >;  
 Christopher Cosner < W.Va. Code 5A-8-21 >; Connie S. O'Dell < W.Va. Code 5A-8-21 >; Dana S. Wilson  
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< W.Va. Code 5A-8-21 >; Tracy L. Pellett < W.Va. Code 5A-8-21 >; Wenwen Du  
< W.Va. Code 5A-8-21 >

**Subject:** RE: Vote of No Confidence

Dear all,

It is my understanding that the wishes of the Board of Governors is to assure all current faculty and those with faculty status have a say. As such, any vote should be delayed until the list is provided by the HR office. Please delay any vote until you hear otherwise.

Thanks,

Victor

**Victor M. Vega, Ph.D.**

Provost and Vice President for Academic Affairs

Professor of Mathematics

Glenville State College

**W.Va. Code 5A-8-21**

**From:** Kevin L. Evans

**Sent:** Thursday, November 15, 2018 7:46 AM

**To:** Timothy Henline < W.Va. Code 5A-8-21 >; Allyson L. Degrassi < W.Va. Code 5A-8-21 >; Amanda L. Chapman < W.Va. Code 5A-8-21 >; Arthur E. DeMatteo < W.Va. Code 5A-8-21 >; Avan I. McHenry < W.Va. Code 5A-8-21 >; Bill Bonnett < W.Va. Code 5A-8-21 >; Bill Lilly < W.Va. Code 5A-8-21 >; Brian R. Perkins < W.Va. Code 5A-8-21 >; Cheryl F. McKinney < W.Va. Code 5A-8-21 >; Christian Degrassi < W.Va. Code 5A-8-21 >; Christopher Cosner < W.Va. Code 5A-8-21 >; Connie S. O'Dell < W.Va. Code 5A-8-21 >; Dana S. Wilson < W.Va. Code 5A-8-21 >; Dave McEntire < W.Va. Code 5A-8-21 >; David O'Dell < W.Va. Code 5A-8-21 >; David P. Lewis < W.Va. Code 5A-8-21 >; Dennis J. Wemm < W.Va. Code 5A-8-21 >; Donal A. Hardin < W.Va. Code 5A-8-21 >; Duane Chapman < W.Va. Code 5A-8-21 >; Dwight W. Heaster < W.Va. Code 5A-8-21 >; Ed Wood < W.Va. Code 5A-8-21 >; Frederick S. Walborn < W.Va. Code 5A-8-21 >; Gary L. Arbogast < W.Va. Code 5A-8-21 >; Gary Z. Morris < W.Va. Code 5A-8-21 >; Gerda Kumpiene < W.Va. Code 5A-8-21 >; Heidi Henschel Pellett < W.Va. Code 5A-8-21 >; James Bradley < W.Va. Code 5A-8-21 >; James Maku < W.Va. Code 5A-8-21 >; Jason Yeager < W.Va. Code 5A-8-21 >; Jason Barr < W.Va. Code 5A-8-21 >; Jeff C. Hunter < W.Va. Code 5A-8-21 >; Jeffrey S. Bryson < W.Va. Code 5A-8-21 >; Jennifer StClair < W.Va. Code 5A-8-21 >; Jeremy L. Keene < W.Va. Code 5A-8-21 >; John S. McKinney < W.Va. Code 5A-8-21 >; Jonathan E. Minton < W.Va. Code 5A-8-21 >; Jong\_hoon Yu < W.Va. Code 5A-8-21 >; Joseph C. Wood < W.Va. Code 5A-8-21 >; Kandas A. Queen < W.Va. Code 5A-8-21 >; Kenneth R. Lang < W.Va. Code 5A-8-21 >; Kevin G. Cain < W.Va. Code 5A-8-21 >; Kevin L. Evans < W.Va. Code 5A-8-21 >; Larry R. Baker < W.Va. Code 5A-8-21 >; Leslie T. Ward < W.Va. Code 5A-8-21 >; Adam Black < W.Va. Code 5A-8-21 >; Lloyd E. Bone < W.Va. Code 5A-8-21 >; Marisha L. Lecea < W.Va. Code 5A-8-21 >; Marjorie Stewart < W.Va. Code 5A-8-21 >; Matthew M. Thiele < W.Va. Code 5A-8-21 >; Maureen K. Gildein < W.Va. Code 5A-8-21 >; Megan E. Darby < W.Va. Code 5A-8-21 >; Megan E. Gibbons < W.Va. Code 5A-8-21 >; Melissa R. Gish < W.Va. Code 5A-8-21 >; Melody A. Wise < W.Va. Code 5A-8-21 >; Michael F. Gherke < W.Va. Code 5A-8-21 >; Paul S. Peck < W.Va. Code 5A-8-21 >; Rick Witte < W.Va. Code 5A-8-21 >; Rico M. Gazal < W.Va. Code 5A-8-21 >; Robin Cottrill < W.Va. Code 5A-8-21 >; Sara J. Sawyer < W.Va. Code 5A-8-21 >; Schuyler J. Chapman

## Victor M. Vega

---

**From:** Timothy Henline  
**Sent:** Friday, November 16, 2018 12:51 PM  
**To:** Victor M. Vega  
**Subject:** Fwd: Questions regarding Senate procedures

FYI, I received this just now. I was not planning to respond until I create a report for the faculty senate meeting next Tuesday.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

---

**From:** David O'Dell  
**Sent:** Friday, November 16, 2018 12:40:02 PM  
**To:** Timothy Henline  
**Cc:** Kevin L. Evans; Amanda L. Chapman; Wenwen Du; Larry R. Baker  
**Subject:** Questions regarding Senate procedures

Tim,

I need you to answer the following questions regarding the events which occurred between Tuesday's meeting of the Faculty Senate and the e-mail Thursday morning stating that the vote would not occur:

1. Did you initiate contact with the BOG, or did someone from the BOG initiate contact with you?
2. Was your directive from the BOG the result of an official action of the Board, or was it a directive from individual BOG members?
3. Was there any attempt to convene a meeting of the Faculty Senate or the Senate Executive Committee prior to not carrying out an action which was unanimously approved by the Senate?

David

J. David O'Dell, Ph.D.  
Professor of Chemistry  
Glenville State College  
200 High Street  
Glenville, WV 26351  
W.Va. Code 5A-8-21

## Victor M. Vega

---

**From:** Victor M. Vega  
**Sent:** Monday, November 26, 2018 8:21 AM  
**To:** Kevin L. Evans  
**Subject:** RE: Honor Scholarship

Thanks Kevin,  
I do value your comments and I will keep trying to improve on our communication and transparency. It is needed indeed!

VVV

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
W.Va. Code 5A-8-21

---

**From:** Kevin L. Evans  
**Sent:** Monday, November 26, 2018 7:57 AM  
**To:** Victor M. Vega <Victor.Vega@glenville.edu>  
**Subject:** RE: Honor Scholarship

Victor,

Thank you for the update. I did see on the BOG agenda that it would be an action item. Repeatedly, we have heard that decisions are fully vested, open-communication, and transparent from President Pellett. Based on those statements, I would think that the current honors director would have been involved in this decision before it was sent to the Board as an action item. While I support restoring the honor scholarships, it seems reasonable that I and Stephany Harper would have been informed directly instead of hearing rumors from students and then seeing the item on the agenda.

While I can see how today's e-mail can be viewed as me "picking" or "complaining" based on the current environment, this is a sincere comment if the President wants to improve relations with the faculty. If he wants faculty support, he needs to start listening and communicating with faculty.

Kevin

---

**From:** Victor M. Vega  
**Sent:** Monday, November 26, 2018 6:20 AM  
**To:** Kevin L. Evans <W.Va. Code 5A-8-21>  
**Subject:** RE: Honor Scholarship

Hello Kevin,

This will be presented at this week BOG meeting as an action item so nothing is official until approved but I do not foresee any issues. Will give you all the details as I learn them.

VVV

**Victor M. Vega, Ph.D.**

Provost and Vice President for Academic Affairs

Professor of Mathematics

Glenville State College

W.Va. Code 5A-8-21

---

**From:** Kevin L. Evans

**Sent:** Friday, November 16, 2018 10:40 AM

**To:** Victor M. Vega < [W.Va. Code 5A-8-21](mailto:W.Va. Code 5A-8-21) >

**Subject:** Honor Scholarship

I've been informed through SGA that President Pellett announced that the Honor Student Scholarships have been fully restored to previous levels. I assume that if this is actually true that the Director of Honors would have been informed because of the college's open communication. Before squelching this rumor, I want to follow proper protocol and request that you determine if the honor scholarships are restored. Questions that I do not have the answers for include:

- Is the honor student scholarships restored?
- If so, what level has the scholarships been restored?
- Does the scholarship have a requirement that the student must remain in campus housing?
- Does the restoration also include the benefit that the honor students receive a single room for the rate of a double room?
- Will the current students receive compensation in the rears for the fall semester or is this just moving forward for the spring semester?
- Does this also include the current freshman class or just the upper level students in the honors program?
- Has the scholarships been restored for the incoming students? If so, can I state the award amount in advertising materials?

Thanks, Kevin

Kevin L. Evans

Professor of Chemistry

Director of Honors Program

Department of Science & Mathematics

Glenville State College

Glenville, WV 26351

W.Va. Code 5A-8-21

*Glenville State College prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.*



## **Victor M. Vega**

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 11:42 AM  
**To:** Tracy L. Pellett  
**Subject:** Fwd: Vote of No Confidence

Advice

Victor M. Vega, Ph.D.  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
[www.glenville.edu](http://www.glenville.edu)

---

**From:** Kevin L. Evans  
**Sent:** Thursday, November 15, 2018 11:38:44 AM  
**To:** Victor M. Vega; Tracy L. Pellett  
**Subject:** FW: Vote of No Confidence

Gentlemen,

Would you please clarify if I will be insubordinate if I continue with the no confidence vote of the full-time faculty that are represented by the Faculty Senate?

K. Evans

---

**From:** Kevin L. Evans  
**Sent:** Thursday, November 15, 2018 11:33 AM  
**To:** Victor M. Vega <[W.Va.Code.5A-8-21](mailto:W.Va.Code.5A-8-21)>  
**Subject:** RE: Vote of No Confidence

I'm currently on the phone with Board of Governors. Please respond yes or no if I will be insubordinate?

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 11:18 AM  
**To:** Kevin L. Evans <[W.Va.Code.5A-8-21](mailto:W.Va.Code.5A-8-21)>  
**Subject:** Re: Vote of No Confidence

Kevin,

I am with the IR candidate but come and see me quickly for a minute. Im at the registrars office.

VVV

Sent from my Verizon, Samsung Galaxy smartphone

## **Victor M. Vega**

---

**From:** Victor M. Vega  
**Sent:** Wednesday, November 14, 2018 7:51 AM  
**To:** Kevin L. Evans  
**Subject:** RE: COMMENCEMENT

That should work. Will let you know sometime today,

VVV

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
W.Va. Code 5A-8-21

---

**From:** Kevin L. Evans  
**Sent:** Wednesday, November 14, 2018 7:49 AM  
**To:** Victor M. Vega <' W.Va. Code 5A-8-21' >  
**Subject:** RE: COMMENCEMENT

This week is busy but I can meet with you today between 1 – 4:30 pm or Friday from 1 – 3 pm. I should have more times available the week after Thanksgiving break.

Kevin

---

**From:** Victor M. Vega  
**Sent:** Tuesday, November 13, 2018 4:51 PM  
**To:** Kevin L. Evans <' W.Va. Code 5A-8-21' >  
**Subject:** RE: COMMENCEMENT

Thanks Kevin,

Let us chat sometime... Yes, this script is an old one that needs to be updated but we want to be ahead of the game and make sure we make the appropriate suggestions/changes before it is written.

Thanks,

VVV

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
W.Va. Code 5A-8-21

**From:** Kevin L. Evans  
**Sent:** Tuesday, November 13, 2018 4:30:42 PM  
**To:** Victor M. Vega  
**Subject:** RE: COMMENCEMENT

Victor,

I'm not sure how specific of comments that you want for the proposed script. Let me know if you need or want more information:

- The section for the Chief Faculty Marshal are appropriate at the opening and closing ceremonies
- The Platform Party will need to be adjusted. As Wayne DeRosset was both the Faculty Emeriti honoree and Chief Faculty Marshal, he wasn't introduced as the Chief Faculty Marshal
- On page 13, it has the Chief Faculty Marshal introducing the President for the commencement address. The President has typically introduced the speaker as they have a stronger relationship to the person. Since the keynote speaker was the President in 2017, the Chief Faculty Marshal did the introductions. I'm willing to do the introduction but believe that the President is better suited.
- A recent addition that President Pellett started was the department chairs were part of the Platform Party and they handed the diploma to the students in their department. From all conversations that I've heard, this has been viewed favorably. You may want to verify this with the chairs but I've only heard positive of this addition.
- While Emeriti faculty could be recognized at the December commencement, we have typically only recognized emeriti status at the May commencement. To my knowledge, no one has been proposed for the emeriti status for December. I expect that Paul Peck will be nominated for the May commencement.

Let me know if this is what you wanted or if you specific strikethroughs.

Kevin

---

**From:** Victor M. Vega  
**Sent:** Friday, November 9, 2018 10:37 AM  
**To:** Kevin L. Evans <W.Va. Code 5A-8-21>  
**Subject:** COMMENCEMENT

Here is the script. Make changes as you understand this better than me.

VVV

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glennville State College  
W.Va. Code 5A-8-21

## **Victor M. Vega**

---

**From:** Kevin L. Evans  
**Sent:** Thursday, November 15, 2018 11:39 AM  
**To:** Victor M. Vega; Tracy L. Pellett  
**Subject:** FW: Vote of No Confidence

Gentlemen,

Would you please clarify if I will be insubordinate if I continue with the no confidence vote of the full-time faculty that are represented by the Faculty Senate?

K. Evans

---

**From:** Kevin L. Evans  
**Sent:** Thursday, November 15, 2018 11:33 AM  
**To:** Victor M. Vega <W.Va. Code 5A-8-21>  
**Subject:** RE: Vote of No Confidence

I'm currently on the phone with Board of Governors. Please respond yes or no if I will be insubordinate?

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 11:18 AM  
**To:** Kevin L. Evans <W.Va. Code 5A-8-21>  
**Subject:** Re: Vote of No Confidence

Kevin,

I am with the IR candidate but come and see me quickly for a minute. Im at the registrars office.

VVV

Sent from my Verizon, Samsung Galaxy smartphone

## Victor M. Vega

---

**From:** Kevin L. Evans  
**Sent:** Thursday, November 15, 2018 11:33 AM  
**To:** Victor M. Vega  
**Subject:** RE: Vote of No Confidence

I'm currently on the phone with Board of Governors. Please respond yes or no if I will be insubordinate?

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**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 11:18 AM  
**To:** Kevin L. Evans < W.Va. Code 5A-8-21 >  
**Subject:** Re: Vote of No Confidence

Kevin,

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VVV

Sent from my Verizon, Samsung Galaxy smartphone

## **Victor M. Vega**

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 10:24 AM  
**Subject:** A Quick Note to the Faculty

**Importance:** High

Dear Faculty,

I completely understand Dr. Evans concerns and indeed all faculty has the right to express their opinions. As the Chief Academic Officer, I report to the Board of Governors and as such, the faculty reports to me. Until I heard differently from the Board of Governors, the Vote is to be delayed.

Sincerely

Victor

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glennville State College  
W.Va. Code 5A-8-21

---

<W.Va. Code 5A-8-21>; Shara B. Currv <W.Va. Code 5A-8-21>; Shelly A. Ratliff  
<W.Va. Code 5A-8-21>; Terri Weiford <W.Va. Code 5A-8-21>; Timothy Henline  
<W.Va. Code 5A-8-21>; Tracy L. Pellett <W.Va. Code 5A-8-21>; Victor M. Vega  
<W.Va. Code 5A-8-21>; Wenwen Du <W.Va. Code 5A-8-21>

**Subject:** RE: Vote of No Confidence

The list that I was provided includes all full-time faculty. Vice-Chair Tim Butcher stated that faculty should feel free to communicate their concerns without fear of retribution. The vote called for by Faculty Senate represents the concerns of the full-time faculty so I plan to continue to with the vote that is scheduled for today and Friday. I hope that other senators will assist with the vote as originally planned. If the Board of Governors wish to convene another vote that includes all personnel that have faculty rank then they can convene a second vote. In addition to administrators with faculty rank and adjunct faculty, the complete list of faculty generated Krystal Smith for the Board of Governors needs to include Emeriti Faculty.

Kevin L. Evans  
Professor of Chemistry  
Director of Honors Program  
Department of Science & Mathematics  
Glenville State College  
Glenville, WV 26351  
W.Va. Code 5A-8-21

---

**From:** Timothy Henline  
**Sent:** Thursday, November 15, 2018 7:04 AM  
**To:** Faculty <W.Va. Code 5A-8-21>  
**Subject:** Vote of No Confidence

Faculty:

While the Faculty Senate agreed to move forward with a vote of no confidence for Glenville State College President, Dr. Tracy Pellett, it came to my attention that there were concerns that all faculty are not getting a voice in the vote. After conferring with the BOG chair and Vice Chair - i have been so directed that all faculty and those so designated with faculty status be included in such a vote. Thus, a more complete list of all faculty will need to be created before an official vote occurs. Krystal Smith will provide assistance in creating such a list. I will be back in touch once that list is created. Thank you for your patience.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>



Dr. Vega,

Will I be insubordinate if I continue to hold the no confidence vote of all full-time faculty today and tomorrow?

Kevin

Dear Faculty,

I completely understand Dr. Evans concerns and indeed all faculty has the right to express their opinions. As the Chief Academic Officer, I report to the Board of Governors and as such, the faculty reports to me. Until I heard differently from the Board of Governors, the Vote is to be delayed.

Sincerely

Victor

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
W.Va. Code 5A-8-21

**From:** Kevin L. Evans

**Sent:** Thursday, November 15, 2018 9:08 AM

**To:** Victor M. Vega <W.Va. Code 5A-8-21>; Timothy Henline <W.Va. Code 5A-8-21>; Allyson L. Degrassi <W.Va. Code 5A-8-21>; Amanda L. Chapman <W.Va. Code 5A-8-21>; Arthur E. DeMatteo <W.Va. Code 5A-8-21>; Avan I. McHenry <W.Va. Code 5A-8-21>; Bill Bonnett <W.Va. Code 5A-8-21>; Bill Lilly <Bill.Lilly@glenville.edu>; Brian R. Perkins <W.Va. Code 5A-8-21>; Cheryl F. McKinney <W.Va. Code 5A-8-21>; Christian Degrassi <W.Va. Code 5A-8-21>; Christopher Cosner <W.Va. Code 5A-8-21>; Connie S. O'Dell <W.Va. Code 5A-8-21>; Dana S. Wilson <W.Va. Code 5A-8-21>; Dave McEntire <W.Va. Code 5A-8-21>; David O'Dell <W.Va. Code 5A-8-21>; David P. Lewis <W.Va. Code 5A-8-21>; Dennis J. Wemm <W.Va. Code 5A-8-21>; Donal A. Hardin <W.Va. Code 5A-8-21>; Duane Chapman <W.Va. Code 5A-8-21>; Dwight W. Heaster <W.Va. Code 5A-8-21>; Ed Wood <W.Va. Code 5A-8-21>; Frederick S. Walborn <W.Va. Code 5A-8-21>; Gary L. Arbogast <W.Va. Code 5A-8-21>; Gary Z. Morris <W.Va. Code 5A-8-21>; Gerda Kumpiene <W.Va. Code 5A-8-21>; Heidi Henschel Pellett <W.Va. Code 5A-8-21>; James Bradley <W.Va. Code 5A-8-21>; James Maku <W.Va. Code 5A-8-21>; Jason Yeager <W.Va. Code 5A-8-21>; Jason Barr <W.Va. Code 5A-8-21>; Jeff C. Hunter <W.Va. Code 5A-8-21>; Jeffrey S. Bryson <W.Va. Code 5A-8-21>; Jennifer StClair <W.Va. Code 5A-8-21>; Jeremy L. Keene <W.Va. Code 5A-8-21>; John S. McKinney <W.Va. Code 5A-8-21>; Jonathan E. Minton <W.Va. Code 5A-8-21>; Jong\_hoon Yu <W.Va. Code 5A-8-21>; Joseph C. Wood <W.Va. Code 5A-8-21>; Kandas A. Queen <W.Va. Code 5A-8-21>; Kenneth R Lang <W.Va. Code 5A-8-21>; Kevin G. Cain <W.Va. Code 5A-8-21>; Larry R. Baker <W.Va. Code 5A-8-21>; Leslie T. Ward <W.Va. Code 5A-8-21>; Adam Black <W.Va. Code 5A-8-21>; Lloyd E. Bone

Gary Z. Morris, Ph.D.  
Associate Vice President for Academic Affairs  
Associate Professor of Biology  
Accreditation Liaison Officer  
Glenville State College  
W.Va. Code 5A-8-21

*"Glenville State College prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world."*

**From:** Kevin L. Evans

**Sent:** Thursday, November 15, 2018 12:32 PM

**To:** Victor M. Vega <W.Va. Code 5A-8-21>; Timothy Henline <ti W.Va. Code 5A-8-21>; Allyson L. Degraffi  
< W.Va. Code 5A-8-21>; Amanda L. Chapman <a W.Va. Code 5A-8-21>; Arthur E. DeMatteo  
< W.Va. Code 5A-8-21>; Avan I. McHenry < W.Va. Code 5A-8-21>; Bill Bonnett  
<E W.Va. Code 5A-8-21>; Bill Lilly <W.Va. Code 5A-8-21>; Brian R. Perkins <I W.Va. Code 5A-8-21>; Cheryl  
F. McKinney < W.Va. Code 5A-8-21>; Christian Degraffi < W.Va. Code 5A-8-21>;  
Christopher Cosner <I W.Va. Code 5A-8-21>; Connie S. O'Dell < W.Va. Code 5A-8-21>; Dana S. Wilson  
<I W.Va. Code 5A-8-21>; Dave McEntire < W.Va. Code 5A-8-21>; David O'Dell  
< W.Va. Code 5A-8-21>; David P. Lewis < W.Va. Code 5A-8-21>; Dennis J. Wemm  
<I W.Va. Code 5A-8-21>; Donal A. Hardin < W.Va. Code 5A-8-21>; Duane Chapman  
<I W.Va. Code 5A-8-21>; Dwight W. Heaster < W.Va. Code 5A-8-21>; Ed Wood  
< W.Va. Code 5A-8-21>; Frederick S. Walborn < W.Va. Code 5A-8-21>; Gary L. Arbogast  
<C W.Va. Code 5A-8-21>; Gary Z. Morris < W.Va. Code 5A-8-21>; Gerda Kumpiene  
<C W.Va. Code 5A-8-21>; Heidi Henschel Pellett < W.Va. Code 5A-8-21>; James Bradley  
< W.Va. Code 5A-8-21>; James Maku < W.Va. Code 5A-8-21>; Jason Yeager  
< W.Va. Code 5A-8-21>; Jason Barr < W.Va. Code 5A-8-21>; Jeff C. Hunter < W.Va. Code 5A-8-21>;  
Jeffrey S. Bryson < W.Va. Code 5A-8-21>; Jennifer StClair < W.Va. Code 5A-8-21>; Jeremy L. Keene  
< W.Va. Code 5A-8-21>; John S. McKinney < W.Va. Code 5A-8-21>; Jonathan E. Minton  
<J W.Va. Code 5A-8-21>; Jong\_hoon Yu < W.Va. Code 5A-8-21>; Joseph C. Wood  
<J W.Va. Code 5A-8-21>; Kandas A. Queen < W.Va. Code 5A-8-21>; Kenneth R. Lang  
< W.Va. Code 5A-8-21>; Kevin G. Cain < W.Va. Code 5A-8-21>; Larry R. Baker <W.Va. Code 5A-8-21>;  
Leslie T. Ward < W.Va. Code 5A-8-21>; Adam Black < W.Va. Code 5A-8-21>; Lloyd E. Bone  
< W.Va. Code 5A-8-21>; Marisha L. Lecea < W.Va. Code 5A-8-21>; Marjorie Stewart  
<I W.Va. Code 5A-8-21>; Matthew M. Thiele < W.Va. Code 5A-8-21>; Maureen K. Gildein  
< W.Va. Code 5A-8-21>; Megan E. Darby < W.Va. Code 5A-8-21>; Megan E. Gibbons  
< W.Va. Code 5A-8-21>; Melissa R. Gish < W.Va. Code 5A-8-21>; Melody A. Wise  
<I W.Va. Code 5A-8-21>; Michael E. Gherke <I W.Va. Code 5A-8-21>; Paul S. Peck  
< W.Va. Code 5A-8-21>; Rick Witte < W.Va. Code 5A-8-21>; Rico M. Gazal < W.Va. Code 5A-8-21>; Robin  
Cottrill <I W.Va. Code 5A-8-21>; Sara J. Sawyer < W.Va. Code 5A-8-21>; Schuyler J. Chapman  
< W.Va. Code 5A-8-21>; Shara B. Curry < W.Va. Code 5A-8-21>; Shelly A. Ratliff  
<I W.Va. Code 5A-8-21>; Terri Weiford < W.Va. Code 5A-8-21>; Timothy Henline  
<I W.Va. Code 5A-8-21>; Tracy L. Pellett < W.Va. Code 5A-8-21>; Wenwen Du  
< W.Va. Code 5A-8-21>

**Subject:** RE: Vote of No Confidence

I have spoken with Mr. Tim Butcher and Ms. Sue Morris. In the conversation with Mr. Butcher he stated that the Board of Governors wants to hear the voice of all of the faculty, not just the full-time faculty. I tried to explain that the vote was called by the Faculty Senate which only represents the full-time faculty as only full-time faculty vote on the appointment of the Faculty Senate. We made no headway as we kept arguing semantics of what defines a faculty

## Victor M. Vega

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 9:01 PM  
**To:** Timothy Henline  
**Cc:** Tracy L. Pellett  
**Subject:** Fwd: No confidence vote decision

FYI!

Victor M. Vega, Ph.D.  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glennville State College  
[www.glennville.edu](http://www.glennville.edu)

---

**From:** tbbutcher <W.Va. Code 5A-8-21 >  
**Sent:** Thursday, November 15, 2018 8:40:35 PM  
**To:** Victor M. Vega  
**Subject:** Re: No confidence vote decision

Victor:

I just spoke to Greg Smith personally and he agreed with me that all faculty must have the right to vote. That would include adjunct faculty, part-time and volunteer, and others with faculty status. Thus, the BOG position has not changed. The BOG also agrees that the President of the Faculty Senate is in charge of this issue and not Dr. Evans. No vote should be held until the President of the Faculty Senate authorizes the vote to go forward. If you have any questions, please feel free to call me.

Your instructions to Dr. Evans are correct.

Tim

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

**From:** "Victor M. Vega" <W.Va. Code 5A-8-21 >  
**Date:** 11/15/18 7:00 PM (GMT-05:00)  
**To:** "Kevin L. Evans" <W.Va. Code 5A-8-21 >  
**Subject:** Re: No confidence vote decision

Hello Kevin,

I was about to write to you as I spoke with Mr. Butcher some time ago.

In short, the decision on holding the vote until the list is sent by HR stands.

In the future please follow process and protocol in relation to working with the current President of the Faculty Senate. That will lessen tensions with all constituents.

My best!

VVV

Victor M. Vega, Ph.D.  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
[www.glenville.edu](http://www.glenville.edu)

---

**From:** Kevin L. Evans  
**Sent:** Thursday, November 15, 2018 6:35:10 PM  
**To:** Victor M. Vega  
**Subject:** No confidence vote decision

Were you able to speak with Mr Greg Smith or Mr Tim Butcher to obtain clarity on the Board's decision regarding the no confidence vote.

Kevin

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## Victor M. Vega

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 8:22 PM  
**To:** Tracy L. Pellett  
**Subject:** FW: No confidence vote decision

FYII

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
W.Va. Code 5A-8-21

---

**From:** Kevin L. Evans  
**Sent:** Thursday, November 15, 2018 7:32 PM  
**To:** Victor M. Vega <W.Va. Code 5A-8-21>  
**Subject:** Re: No confidence vote decision

The vote was approved by Faculty Senate and I agreed to continue the vote as a senator. I, with the support of many of my colleagues, agreed that the Faculty Senate has a right to call for a vote of all full time faculty. The Faculty Senate is appointed only by full time faculty, not everyone with faculty rank anywhere in their description, and therefore only represents the full time faculty. The Board of Governors are causing a stall tactic that will result in more negative press than the no confidence vote would have.

Can you tell me if the full Board Of Governors met in the emergency session or only a select few? Did they make a motion that is binding and redefines Faculty Senate and the definition of faculty. If not, what is your justification for prohibiting the full time faculty continuing with a no confidence vote. I have no objection if the Board of Governors want to convene their own vote but the voice of the full time faculty represented by the Faculty Senate should not be suppressed.

Finally, please send me a copy of the proper procedure and protocol for a no confidence vote that Dr. Morris and you have referred to. What process and protocol did I violate that escalated the tension. The decision by the Board of Governors escalated the tension. I simply shared my opinion with the faculty which I've been told by you and Mr Butcher that faculty should feel safe to express their concerns and opinions without fear of retribution.

Kevin

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---

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**To:** Kevin L. Evans  
**Subject:** Re: No confidence vote decision

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My best!

VVV

Victor M. Vega, Ph.D.  
Provost and Vice President for Academic Affairs  
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**To:** Victor M. Vega  
**Subject:** No confidence vote decision

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Kevin

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## Victor M. Vega

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 7:38 PM  
**To:** Timothy Henline  
**Subject:** Fwd: No confidence vote decision

Tim,  
Please see below. My phone is 5635053785 in case.

VVV

Victor M. Vega, Ph.D.  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
[www.glenville.edu](http://www.glenville.edu)

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 7:36:10 PM  
**To:** Gary Z. Morris  
**Subject:** Fwd: No confidence vote decision

FYI!

Victor M. Vega, Ph.D.  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
[www.glenville.edu](http://www.glenville.edu)

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**Subject:** Re: No confidence vote decision

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Kevin

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---

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**Sent:** Thursday, November 15, 2018 7:00 PM

**To:** Kevin L. Evans

**Subject:** Re: No confidence vote decision

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My best!

VVV

Victor M. Vega, Ph.D.

Provost and Vice President for Academic Affairs

Professor of Mathematics

Glenville State College

[www.glenville.edu](http://www.glenville.edu)

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**From:** Kevin L. Evans

**Sent:** Thursday, November 15, 2018 6:35:10 PM

**To:** Victor M. Vega

**Subject:** No confidence vote decision

Were you able to speak with Mr Greg Smith or Mr Tim Butcher to obtain clarity on the Board's decision regarding the no confidence vote.

Kevin

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## **Victor M. Vega**

---

**From:** Victor M. Vega  
**Sent:** Thursday, November 15, 2018 10:24 AM  
**Subject:** A Quick Note to the Faculty  
  
**Importance:** High

Dear Faculty,

I completely understand Dr. Evans concerns and indeed all faculty has the right to express their opinions. As the Chief Academic Officer, I report to the Board of Governors and as such, the faculty reports to me. Until I heard differently from the Board of Governors, the Vote is to be delayed.

Sincerely

Victor

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glennville State College  
W.Va. Code 5A-8-21  
!

## Victor M. Vega

---

**From:** Larry R. Baker  
**Sent:** Friday, November 16, 2018 3:17 PM  
**To:** Timothy Henline; Victor M. Vega  
**Subject:** Re: Hecp

I just was called into the Chancellors office. They are going to direct Kevin and others, that have contacted them, to work through their F.S. President and ACF rep.

I was blindsided by being pulled out of my meeting about being contacted by Kevin. He had contacted Corley....

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---

**From:** Timothy Henline  
**Sent:** Friday, November 16, 2018 2:38:45 PM  
**To:** Larry R. Baker  
**Subject:** Re: Hecp

No I did not

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

---

**From:** Larry R. Baker  
**Sent:** Friday, November 16, 2018 2:33:58 PM  
**To:** Timothy Henline  
**Subject:** Hecp

Tim....I'm at the hepc building and Kevin E has contacted them for some advice because you are out of town.....is this true....you have directed Kevin to call/contact hepc....

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## **Victor M. Vega**

---

**From:** Larry R. Baker  
**Sent:** Wednesday, October 31, 2018 3:05 PM  
**To:** Victor M. Vega; Tracy L. Pellett  
**Cc:** W.Va. Code 5A-8-21; Timothy Henline  
**Subject:** RE: Faculty Survey

Dr. Vega,

Thanks for the fast reply.  
Survey has now been sent to 58 faculty members as requested.

President Pellett and Dr. Vega. Thank you both for meeting with me on short notice this afternoon.

Educationally,

Larry B  
Cc: Greg Smth  
Tim Henline

---

**From:** Victor M. Vega  
**Sent:** Wednesday, October 31, 2018 2:52 PM  
**To:** Larry R. Baker <W.Va. Code 5A-8-21>  
**Subject:** Faculty Survey

Larry,

As per request of the Board of Governors, please send out the faculty survey.

Thanks,

VVV

**Victor M. Vega, Ph.D.**  
Provost and Vice President for Academic Affairs  
Professor of Mathematics  
Glenville State College  
W.Va. Code 5A-8-21

## Victor M. Vega

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**From:** Timothy Henline  
**Sent:** Monday, November 19, 2018 6:58 PM  
**To:** Victor M. Vega  
**Subject:** Fwd: Advice on No Confidence Vote

As Chief Academic Officer, I feel it is important that you have a copy of this email.

Lecturer of Business, MBA IB, MBA MM  
President Faculty Senate  
Glenville State College  
Department of Business  
W.Va. Code 5A-8-21

Set up an appointment, Follow this link: <https://calendly.com/timothy-henline>

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**From:** Larry R. Baker <W.Va. Code 5A-8-21 >  
**Sent:** Sunday, November 18, 2018 4:56 AM  
**To:** Timothy Henline  
**Subject:** Fw: Advice on No Confidence Vote

Hey Tim,

FYI on response to Kevins e-mail to HEPC.

Larry B

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**From:** Corley Dennison <W.Va. Code 5A-8-21 >  
**Sent:** Saturday, November 17, 2018 11:28 AM  
**To:** Larry R. Baker  
**Subject:** Fwd: Advice on No Confidence Vote

FYI  
Corley

Sent from my iPhone

Begin forwarded message:

**From:** Corley Dennison <W.Va. Code 5A-8-21 >  
**Date:** November 17, 2018 at 11:22:17 AM EST  
**To:** "Kevin L. Evans" <W.Va. Code 5A-8-21 >  
**Subject:** Re: Advice on No Confidence Vote

Dr. Evans,

Thank you for contacting me regarding your situation at Glenville. At this time, my best advice would be to work with your Faculty Senate President Dr. Henline and your Advisory Council of Faculty and BOG representative Dr. Baker to generate a formal and representative faculty response to the current situation.

Sincerely

Corley Dennison

Vice Chancellor for Academic Affairs

WV Higher Education Policy Commission

Sent from my iPhone

On Nov 16, 2018, at 1:11 PM, Kevin L. Evans < W.Va. Code 5A-8-21 > wrote:

I spoke with Jan Taylor, the person that I know best at HEPC, and she recommended that I speak with you for advice. I would appreciate a phone call at 304-462-6304 (office) or 304-266-3860 (cell) if you have any advice on how to proceed after reading the circumstances at Glenville State College. I am a faculty member in the Department of Science & Mathematics, Director of Honors Program, and Vice-President of the Faculty Senate

The Faculty Senate of Glenville State College called for a no confidence against President Pellett with voting scheduled for yesterday and today. Only full time faculty can be senators and only full time faculty can vote on the appointment of senators. On Thursday morning at 7:04 am, Tim Henline, Faculty Senate President, stated that "After conferring with the BOG chair and Vice-Chair – I have been so directed that all faculty and those so designated with faculty status be included in such a vote". Tim Henline was out of town yesterday at a conference, so I replied to all faculty that vote called for by Faculty Senate represents the vote of all full time faculty and the vote will continue as scheduled. I also stated that the Board of Governors may wish to convene another vote of whomever they want. The Provost and VPAA replied "Please delay any vote until you hear otherwise". He did not state that the vote could not occur, so I replied once again that the vote would continue as schedule. The Provost and VPAA then replied "I completely understand Dr. Evans concerns and indeed all faculty has the right to express their opinions. As the Chief Academic Officer, I report to the Board of Governors and as such, the faculty reports to me. Until I heard differently from the Board of Governors, the Vote is to be delayed." I replied to him and ultimately the President, if I could be found insubordinate if I continued with the vote. Neither would reply by e-mail, but the Provost ultimately stated that "you could be" which I recorded.

Can you provide me any guidance on how to proceed? Can the Board of Governors and/or the administration stop a no confidence vote of all full time faculty? Will I be insubordinate if I proceed with a vote of no confidence after Thanksgiving for all full time faculty? Do you have any recommendation of whom I may need to speak with.

I appreciate you taking the time to read this e-mail and if you do feel that you have any advice, I would appreciate a call or e-mail.

Thanks, Kevin

Kevin L. Evans  
Professor of Chemistry  
Director of Honors Program  
Department of Science & Mathematics  
Glenville State College  
Glenville, WV 26351  
W.Va. Code 5A-8-21

*Glenville State College prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.*

**Victor M. Vega**

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**From:** Timothy Henline  
**Sent:** Thursday, November 8, 2018 2:52 PM  
**To:** Faculty  
**Subject:** FW: STATEMENT FROM THE BOARD CHAIR  
**Attachments:** BOGStatement.pdf

Faculty,

Mr. Baker has requested that I forward this to you.

Please find the attached statement from Greg Smith, Chair of GSC's Board of Governors.



**GLENVILLE**  
**STATE COLLEGE**

*Board of Governors*

November 8, 2018

STATEMENT FROM THE CHAIR, GREGORY A. SMITH

The Board of Governors of Glenville State College (GSC) has committed significant time in deliberating the concerns of faculty, staff, students and community. We take these concerns seriously and always want to create an environment where differing opinions can be expressed.

In an emergency board meeting on November 7, 2018, a vote was conducted and the Board voted 7-4 to extend the contract of Dr. Tracy Pellett for a period of one (1) year. We made this decision for the following reasons: It is critical to present a united front during the continued work of the West Virginia Blue Ribbon Commission on Higher Education, our accreditation process and the upcoming legislative session, which will include budget appropriations for higher education. We feel this decision is in the best interest of our institution. Dr. Pellett needs to have time to continue the work he has started, which includes prudent financial management and building relationships in Charleston.

That said, please rest assured we will continue to work with Dr. Pellett and all campus and external community groups to ensure a positive and productive campus climate. Our community is special to all of us and now is the time to put the future of Glenville State College above all else.



## Dawn George

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**From:** Tracy L. Pellett < [W.Va. Code 5A-8-21](#) >  
**Sent:** Friday, November 30, 2018 7:10 PM  
**To:** Dawn George  
**Subject:** Fwd: Letter to the Board of Governors

Here is another letter that went to faculty and November. There should be included in there FOIA request.

From the I-phone of  
Dr. Tracy L. Pellett, President  
Glennville State College  
[W.Va. Code 5A-8-21](#)  
Cell: [W.Va. Code 5A-8-21](#)  
Office: [W.Va. Code 5A-8-21](#)

Begin forwarded message:

**From:** Timothy Henline <[W.Va. Code 5A-8-21](#)>  
**Date:** November 30, 2018 at 5:59:09 PM EST  
**To:** Adam.Black < [W.Va. Code 5A-8-21](#) >, "Allyson L. Degrassi" < [W.Va. Code 5A-8-21](#) >, "Amanda L. Chapman" < [W.Va. Code 5A-8-21](#) >, "Arthur E. DeMatteo" < [W.Va. Code 5A-8-21](#) >, "Avan I. McHenry" < [W.Va. Code 5A-8-21](#) >, Bill Bonnett < [W.Va. Code 5A-8-21](#) >, Bill.Lilly < [W.Va. Code 5A-8-21](#) >, "Brian R. Perkins" < [W.Va. Code 5A-8-21](#) >, "Cheryl F. McKinney" < [W.Va. Code 5A-8-21](#) >, Christian Degrassi < [W.Va. Code 5A-8-21](#) >, Christopher.Cosner < [W.Va. Code 5A-8-21](#) >, "Connie S. O'Dell" < [W.Va. Code 5A-8-21](#) >, "Dana S. Wilson" < [W.Va. Code 5A-8-21](#) >, Dave.McEntire < [W.Va. Code 5A-8-21](#) >, David O'Dell < [W.Va. Code 5A-8-21](#) >, "David P. Lewis" < [W.Va. Code 5A-8-21](#) >, "Dennis J. Wemm" < [W.Va. Code 5A-8-21](#) >, "Donal A. Hardin" < [W.Va. Code 5A-8-21](#) >, Duane Chapman < [W.Va. Code 5A-8-21](#) >, "Dwight W. Heaster" < [W.Va. Code 5A-8-21](#) >, Ed Wood < [W.Va. Code 5A-8-21](#) >, "Frederick S. Walborn" < [W.Va. Code 5A-8-21](#) >, "Gary L. Arbogast" < [W.Va. Code 5A-8-21](#) >, "Gary Z. Morris" < [W.Va. Code 5A-8-21](#) >, Gerda Kumpiene < [W.Va. Code 5A-8-21](#) >, Heidi HenschelPellett < [W.Va. Code 5A-8-21](#) >, James Bradley < [W.Va. Code 5A-8-21](#) >, James Maku < [W.Va. Code 5A-8-21](#) >, Jason Yeager < [W.Va. Code 5A-8-21](#) >, Jason.Barr < [W.Va. Code 5A-8-21](#) >, "Jeff C. Hunter" < [W.Va. Code 5A-8-21](#) >, "Jeffrey S. Bryson" < [W.Va. Code 5A-8-21](#) >, Jennifer.StClair < [W.Va. Code 5A-8-21](#) >, "Jeremy L. Keene" < [W.Va. Code 5A-8-21](#) >, "John S. McKinney" < [W.Va. Code 5A-8-21](#) >, "Jonathan E. Minton" < [W.Va. Code 5A-8-21](#) >, Jong\_hoon Yu < [W.Va. Code 5A-8-21](#) >, "Joseph C. Wood" < [W.Va. Code 5A-8-21](#) >, "Kandas A. Queen" < [W.Va. Code 5A-8-21](#) >, Kenneth R Lang < [W.Va. Code 5A-8-21](#) >, "Kevin G. Cain" < [W.Va. Code 5A-8-21](#) >, "Kevin L. Evans" < [W.Va. Code 5A-8-21](#) >, "Larry R. Baker" < [W.Va. Code 5A-8-21](#) >, "Leslie T. Ward" < [W.Va. Code 5A-8-21](#) >, "Lloyd E. Bone" < [W.Va. Code 5A-8-21](#) >, "Marisha L. Lecea" < [W.Va. Code 5A-8-21](#) >, Marjorie.Stewart < [W.Va. Code 5A-8-21](#) >, "Matthew M. Thiele" < [W.Va. Code 5A-8-21](#) >, "Maureen K. Gildein" < [W.Va. Code 5A-8-21](#) >, "Megan E. Darby" < [W.Va. Code 5A-8-21](#) >, "Megan E. Gibbons" < [W.Va. Code 5A-8-21](#) >, "Melissa R. Gish" < [W.Va. Code 5A-8-21](#) >, "Melody A. Wise" < [W.Va. Code 5A-8-21](#) >, "Michael E. Gherke" < [W.Va. Code 5A-8-21](#) >, "Paul S. Peck" < [W.Va. Code 5A-8-21](#) >, Rick Witte < [W.Va. Code 5A-8-21](#) >, "Rico M. Gazal" < [W.Va. Code 5A-8-21](#) >, Robin Cottrill < [W.Va. Code 5A-8-21](#) >, "Sara J. Sawyer"

< W.Va. Code 5A-8-21 >, "Schuyler J. Chapman" < W.Va. Code 5A-8-21 >, "Shara B. Curry" < W.Va. Code 5A-8-21 >, "Shelly A. Ratliff" < W.Va. Code 5A-8-21 >, Terri Weiford  
 < W.Va. Code 5A-8-21 >, Timothy Henline < W.Va. Code 5A-8-21 >, "Tracy L. Pellett"  
 < W.Va. Code 5A-8-21 >, "Victor M. Vega" < W.Va. Code 5A-8-21 >, Wenwen Du  
 < W.Va. Code 5A-8-21 >, Alecia Martin < W.Va. Code 5A-8-21 >, "Alexander R. Taylor"  
 < W.Va. Code 5A-8-21 >, Annaliza Marks < W.Va. Code 5A-8-21 >, "Barbara J. Zimmerman" < W.Va. Code 5A-8-21 >, Bill Bonnett < W.Va. Code 5A-8-21 >, Bill Lilly  
 < W.Va. Code 5A-8-21 >, Blair Fisher < W.Va. Code 5A-8-21 >, "Buddy M. Griffin"  
 < W.Va. Code 5A-8-21 >, "Charles G. Gear" < W.Va. Code 5A-8-21 >, Charles Schmidt  
 < W.Va. Code 5A-8-21 >, "Cherri C. West" < W.Va. Code 5A-8-21 >, Christian Degrassi  
 < W.Va. Code 5A-8-21 >, "Cinda R. Echard" < W.Va. Code 5A-8-21 >, "Connie S. O'Dell"  
 < W.Va. Code 5A-8-21 >, Dana Clark < W.Va. Code 5A-8-21 >, Dave McEntire  
 < W.Va. Code 5A-8-21 >, Deborah Dean < W.Va. Code 5A-8-21 >, "Debra L. Starcher-Johnson" < W.Va. Code 5A-8-21 >, "Denise L. Campbell"  
 < W.Va. Code 5A-8-21 >, "Donald B. Sheets" < W.Va. Code 5A-8-21 >, "Donna J. Gilliam" < W.Va. Code 5A-8-21 >, Eric Mohan < W.Va. Code 5A-8-21 >, "Frances T. Fry"  
 < W.Va. Code 5A-8-21 >, "George T. Coussoule" < W.Va. Code 5A-8-21 >, Gerald Frame  
 < W.Va. Code 5A-8-21 >, Harry Rich < W.Va. Code 5A-8-21 >, "James E. Davison"  
 < W.Va. Code 5A-8-21 >, "Jeffrey M. Jenkins" < W.Va. Code 5A-8-21 >, "Jennifer A. Wenner" < W.Va. Code 5A-8-21 >, Jeremy Carter < W.Va. Code 5A-8-21 >, Jerri Stack  
 < W.Va. Code 5A-8-21 >, Joanne Parke-Davison < W.Va. Code 5A-8-21 >, Jodi Walters  
 < W.Va. Code 5A-8-21 >, Jon Clark < W.Va. Code 5A-8-21 >, Jonas Knotts  
 < W.Va. Code 5A-8-21 >, "Jonathan E. Frame" < W.Va. Code 5A-8-21 >, "Jonathan W. Griffin" < W.Va. Code 5A-8-21 >, "Kayla M. Thomas" < W.Va. Code 5A-8-21 >, Kristen Tunno  
 < W.Va. Code 5A-8-21 >, "Lisa G. Vaughan" < W.Va. Code 5A-8-21 >, Lisa Hayes-Minney < W.Va. Code 5A-8-21 >, Lora Chapman < W.Va. Code 5A-8-21 >, Lorryne Corley  
 < W.Va. Code 5A-8-21 >, Mark Allen < W.Va. Code 5A-8-21 >, Mark Mills  
 < W.Va. Code 5A-8-21 >, "Melissa L. Wood" < W.Va. Code 5A-8-21 >, Michael Curtis  
 < W.Va. Code 5A-8-21 >, Michele Lang < W.Va. Code 5A-8-21 >, Nicholas Spino  
 < W.Va. Code 5A-8-21 >, "Richard G. Meece" < W.Va. Code 5A-8-21 >, "Rick A. Haught"  
 < W.Va. Code 5A-8-21 >, Robin Davis < W.Va. Code 5A-8-21 >, Sandra Pettit  
 < W.Va. Code 5A-8-21 >, "Sara C. Gerot" < W.Va. Code 5A-8-21 >, Sati Boggs  
 < W.Va. Code 5A-8-21 >, Seth Stemple < W.Va. Code 5A-8-21 >, "Sherry J. Jones"  
 < W.Va. Code 5A-8-21 >, "Sheryl G. Wine" < W.Va. Code 5A-8-21 >, "Stacy R. Adkins"  
 < W.Va. Code 5A-8-21 >, Susan Kearns < W.Va. Code 5A-8-21 >, Tambree Yoak  
 < W.Va. Code 5A-8-21 >, Terri Collins < W.Va. Code 5A-8-21 >, "Thomas E. Snyder"  
 < W.Va. Code 5A-8-21 >, "Tiffany D. Greer" < W.Va. Code 5A-8-21 >, "Timothy J. Underwood" < W.Va. Code 5A-8-21 >, "Tracy D. Fath" < W.Va. Code 5A-8-21 >, "Tracy L. Pellett" < W.Va. Code 5A-8-21 >, "Travis M. Fisher" < W.Va. Code 5A-8-21 >, Victoria Francis  
 < W.Va. Code 5A-8-21 >, "Wendy G. Batton" < W.Va. Code 5A-8-21 >

**Subject: Letter to the Board of Governors**

Dear Faculty:

I thought you would be interested in my comments made at the Board of Governors meeting, on Wednesday the 28<sup>th</sup>.

Timothy Henline  
 Faculty Senate President



The Board of Governors of Glenville State College:

First I would like to point out that I am a graduate of Glenville State College. Both my brothers and their wives are graduates, as well as my mother. Glenville State College was the stepping stone that allowed me to have a highly successful career. As CIO of a large publicly traded oil and gas drilling contractor, to CEO of another oil and gas company. Both my brothers have, after leaving GSC started their own highly successful companies, my sisters-in-law have successful careers, and mother who passed away recently went on to become the president of many organizations including the National Organization for Women. My oldest daughter is registered to be an incoming freshman in the Spring. I moved my entire family; wife and six children, to come back to Glenville State College, to dedicate the rest of my life to giving back to the institution that has given so many of my family so much for which to be thankful. I state this to give you a little background of my dedication and my families dedication to this institution.

To be effective and legitimate, faculty governance must be both inclusive and democratic. All sides must recognize that we are partners in assisting Glenville State College, in its forward progress. Neither side can afford to be adversarial in our attempts to bring about much-needed change for our institution.

Both ethically and morally, I personally believe that those from an institution of higher learning must demonstrate a level of reason, discourse and ethical procedure that can and should, be the professional standard that is passed on to those who will become the next leaders of our society. As Faculty Senate President, I took my role to be one of considered and unbiased analysis of any events that have occurred on our campus and within Faculty Senate. I want to make it clear, that I am not against the process of having a vote of confidence, as this is one of the hallmark rights of faculty on our campus.

But it appears that we have moved into an era on our campus of "if you are not for us you are against us." There is little room for factual reason or debate, and it troubles me that I find myself in an institution of higher learning, where one cannot respectfully disagree without questions of motivation being proffered, an era in which conspiracy theory has taken over the roles of reason, fact, and professional discourse.

It has been expressed to me that faculty believe I am advocating for administration and not faculty. As the president of Faculty Senate, I take the responsibilities afforded me by faculty with the utmost seriousness. Devoid of emotion and speculation, I rely on facts, research and evidence. I have stated many times that I remain neutral; I have no vote. I mediate between the Faculty Senate and administration. What my colleagues and I appear to disagree upon is the nature of the relationship that should exist between the senate and the administration. I believe in maintaining respectful discourse and professional courtesy, devoid of personal attacks or emotional displays. If that professionalism brings into question my role as advocate, so be it. I will not sacrifice my personal and ethical business behavior or change the level of my discourse to match the emotionally charged feelings centered on the belief that "it's us against them."

There have been statements made over the last several months that there is a fear of "retaliation" from President Pellet and administration? I want to assure you that I have communicated with Dr. Pellet and Dr. Vega on many occasions in regard to this issue, and many other issues, and I have received assurances that no such "retaliation" would take place and that I as Faculty Senate President would ensure that "retaliation" would not occur. With that, I want to assure you that it has been my experience that if any faculty even remotely state anything of a positive nature toward President Pellet or the administration, they are met with derision and disbelief. It has been my experience that many

who support the president are afraid to speak out against the very vocal group that wishes for his removal? So, if I offer to you reasoned, factual and unbiased statements regarding the processes leading up to a vote of confidence, I can assure you that it will be seen, in our “us against them” environment, as support for President Pellet and the administration and I predict there will be calls for my removal as Faculty Senate President.

Yet, the drive to bring about a speedy vote of no confidence against Glenville State College, President, Tracy Pellett, has brought about for me, ethical and moral objections to the process.

1. There is an outright failure, on the part of Faculty Senate, to perform due-diligence, prior to a vote of confidence, on accusations leveled against President Pellet and GSC Administration.
  - a. The speed with which Faculty Senate is moving, regarding a vote of confidence, leaves little room for the process of due diligence.
  - b. It is my understanding that not one single investigation, into allegations against President Pellett or GSC Administration, has been performed by Faculty Senate as a body.
  - c. The two lengthy investigations I undertook personally, into two such allegations, proved to be process related and distributed across many departments upon GSC campus, and mainly due to turn-over and new procedures within those campus departments.
  - d. Faculty Senate has never detailed a written listing of grievances nor has there been a detailing of any steps taken through proper administrative channels to correct those grievances. For example, take the grievance to the Provost, if no solution, to the President, if not resolved, to the Board of Governors, if not resolved to the higher education governing body for our state.
  - e. Since Faculty Senate has not detailed a list of grievances in formal writing against President Pellett or the administration, there has not been any time given for President Pellett or the administration to understand or respond to any grievances or accusations leveled. This leaves no room for verification of facts and allows rumor and conjecture to reign in the absence of truth.

In addition, I also want to assure you that there are indeed significant issues with the Faculty Senate Constitution that need to be addressed. It is my recommendation that the faculty senate constitution is rewritten to address these issues.

There is no procedure in place, within the Faculty Senate Constitution, for votes of confidence and we need to correct that.

To give you some examples, based upon my research in case law regarding votes of confidence, and the legalities surrounding a confidence vote:

- i. Confidence votes should not state that it is a “no confidence” vote as this is a biased statement. It should only state “confidence vote.”
- ii. There should be in a petition to conduct a vote of confidence, a statement of reasons for calling for such a vote.
- iii. There is nothing in the Faculty Senate Constitution that defines what constitutes “faculty,” full-time, part-time, adjunct, emeriti, etc.... Therefore there is no documentation that states that only full-time faculty are allowed to vote in a confidence vote, although I do believe there is a case for precedence. There is no definitions page.
- iv. The length of time for balloting to be open is under question in many cases, is two days enough time to allow all faculty, wherever they are constituted, to have a fair stake in the voting process?

- v. Voting should be by secret electronic ballot. The presence of faculty at the ballot box could pose several questions relative to the legality of the process.

I am grateful for having the opportunity to serve our amazing faculty and Glenville State College, the institution that gave me the stepping stone for success in life. It is my hope that, moving forward, Faculty Senate can take on its proper role as one of the main advisory groups on campus.

Lastly to my colleagues, I leave you with a quote from Nicholas Warner, a professor of physics, astronomy, and mathematics at USC, "One of the advantages of tenure is you can stand up and say things you believe to be true. With that privilege comes a responsibility to say things that are true. We need to use it when it really matters".

Sincerely,

Timothy Henline

**Timothy W. Henline**

*Lecturer of Business, MBA IB, MBA MM*

*President Faculty Senate*

*Advisor SGA*

**Glenville State College**

Department of Business

W.Va. Code 5A-8-21

Set up an appointment: <https://calendly.com/timothy-henline>



*Glenville State College prepares and inspires students to be thoughtful, productive, engaged, and responsible citizens who contribute to the well-being of their community, state, nation, and world.*

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